

BRUNSWICK
NEXT NEVER RESTS™

Sustainability Report— 2023

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A Message from Our CEO



David M. Foulkes
Chief Executive Officer
Brunswick Corporation



Over the last decade, all major businesses, including Brunswick, have seen a tremendous increase in the focus on corporate sustainability. Today, comprehensive sustainability disclosures are an expectation among shareholders, and governments around the world are introducing regulations to mandate management and reporting of corporate sustainability. In addition, many Brunswick employees are motivated by, pay attention to and are actively engaged in Company-led efforts and actions to mitigate the negative environmental impacts of our operations and products, and they are enthusiastic about our progress over the last year.

Although the entire recreational marine industry represents a very small portion of global greenhouse gas emissions, totaling significantly below half a percent, as a leader in this industry, Brunswick acknowledges the responsibility we hold in continuously enhancing our sustainability programs and caring for our communities and the planet. We believe that leveraging our exceptional culture and relentless focus on innovation will enable Brunswick to uphold our responsibilities while creating value for our customers, employees and investors.

Despite changing economic conditions and softer market demand, our sustainability programs continue to generate both financial and sustainability returns. Our investments in on-site solar energy and energy efficiency efforts have lowered our facility operating costs, especially in key markets experiencing inflationary energy increases. Additionally, our efforts to incorporate recycled content in our products have resulted in lower raw material costs; this includes the use of industrial scrap aluminum and specific resins introduced into Mercury Marine engines during COVID supply chain constraints. We have demonstrated that reducing carbon emissivity can be a means to reduce costs, and this is the benchmark by which we intend to evaluate future operational and supply chain opportunities for our business.

We also believe that our focus on sustainability drives innovation and opportunity. During 2023, we launched Mercury Marine's Avator electric outboard platform, which positions us to capture share in the growing electric boating market and gain access to new customers. We also launched our newest boat brand, Navan™ by Quicksilver, which features a patented twin-step hull commonly used in racing boats to reduce drag, making the boats faster and more fuel efficient. Additionally, our portfolio of lithium-ion batteries under Navico's RELiON and Mastervolt brands are

well positioned to support the electrification of the marine, RV and small equipment industries.

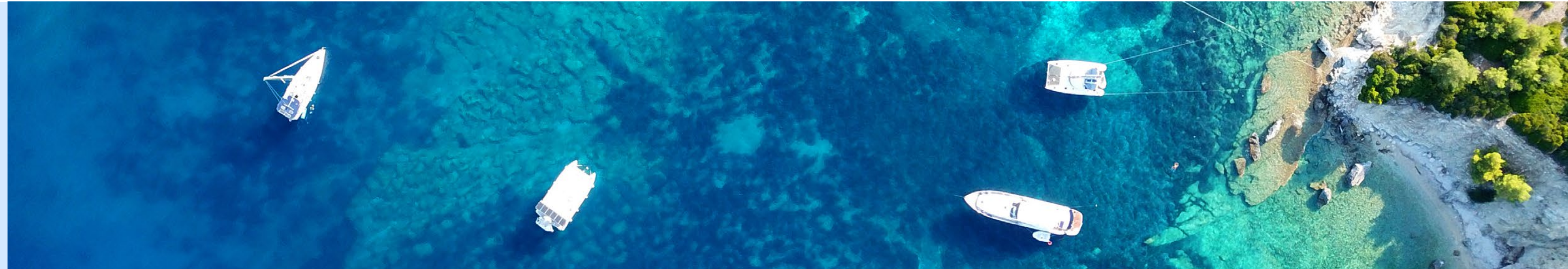
Beyond advancing our product portfolios and reducing our operational carbon footprint, we know that the social aspects of sustainability are connected to our long-term success. Our focus on creating and evolving an inclusive and safe work environment is core to our operating principles and culture, enabling us to attract and retain top talent. We are honored that Brunswick continues to be recognized as an employer of choice and among the world's most responsible and trustworthy companies, which further strengthens our employee value proposition. We also believe that these same values and focus areas will advance and expand the recreational marine industry, bringing additional business growth opportunity.

As we look to the future and the sustainability challenges ahead, Brunswick remains dedicated to being the best and most trusted partner to our many customers, to maintaining our position as an employer of choice, and to making social responsibility and environmental sustainability central to our enduring success. As you will see in this report, these commitments guide our actions and position us for future value creation for all our stakeholders.

Q&A with Our Sustainability Leader



Jennifer Koenig
Chief Sustainability Officer
Brunswick Corporation



Jennifer Koenig joined Brunswick in 2022 to champion an enterprise approach to our sustainability efforts. She brings extensive experience in this area and is advancing our commitment to a more sustainable future.

Q: What should readers know about this report before reading further?

Two things.

First, we have organized the contents of this report to align with the priority topics identified by our stakeholders during a materiality assessment conducted at the end of 2022 (see Brunswick’s 2022 Sustainability Report for more details). This year, you will see a new chapter dedicated to product innovation and quality, the top priority topic for Brunswick’s long-term success as indicated by our stakeholders. You will also find updates on our management of environmental matters, including climate change and environmental compliance, and our efforts to maintain supply chain resiliency. This year’s “Supporting Our People” section highlights our actions to maintain our position as an employer of choice by focusing on

human capital management and employee safety, while also providing examples of how we are encouraging diversity and belonging within our organization, within the recreational marine industry and among boaters. Finally, we summarize some of our investments and service activities to protect and restore marine and freshwater environments where customers enjoy our products.

The second thing readers should know is that Brunswick is continuing to advance our environmental sustainability sophistication and transparency. During 2023, we focused on improving our methodology for estimating the Company’s carbon footprint. Our new approach includes increased use of primary data from our value chain partners and a more complete view of our facilities and business activities. Given this progress, we have reset our 2022 baseline for Scope 1, Scope 2 and Scope 3 emissions to align with the new reporting boundaries and methodology used for 2023 estimations.

Q: What do you most want readers to take away from this report?

Sustainability is a long-term, evolving journey. Progress toward achieving our goals takes place with thoughtful planning, carefully contemplated change management processes, key investments in innovation and operations and the adoption of new practices by employees.

As you read this report, it is important to understand the continued commitment that we are making to sustainability initiatives is not a siloed effort but part of the way we do business. We integrate safety, ethics, employee engagement, inclusion, and maintaining an employer of choice culture into actions across the organization. To ensure compliance and pursuit of best practices, our local facility teams are trained and empowered for the appropriate management of solid wastes, hazardous wastes and air emissions. Finally, our approach to managing greenhouse gas emissions is maturing, not only in our reporting but also in our approach to embed sustainable thinking in our facility operations and product development processes.

Q: How does Brunswick engage employees across the business in pursuing environmental sustainability initiatives?

When I joined Brunswick in April 2022, I was energized by the passion for sustainability held by so many of our employees. My first day on the job, I was quite surprised to receive a message from an employee at one of our plants. He was so excited to share an idea for driving content circularity for one of our products. Since that time, I have met so many other colleagues who share an enthusiasm for operating in a more environmentally sustainable fashion. Part of my job and the job of all our executive leaders is to nurture and focus that enthusiasm.

Communication is a key part of our engagement strategy. Our CEO, David Foulkes, routinely celebrates sustainability activities and successes with employees in his weekly updates or quarterly town halls. Executives who lead our business divisions similarly share division-level sustainability news among their teams. This year, we launched a sustainability town hall to further educate and inform our employees on sustainability topics and Brunswick’s activities. I was thrilled to see that more than 1,200 employees joined the live call for the first two quarterly webcasts.

Beyond communications, we also use performance metrics and processes to drive engagement. Last year, Brunswick shared its goals to reduce combined Scope 1 and Scope 2 greenhouse gas emissions by 30% by year-end 2025 from a 2022 baseline. Internally, this goal was allocated across our four divisions, specific actions were identified to help us attain the target, and routine progress monitoring helps us to understand how we are tracking. Additionally, the use of life cycle analysis in our product development is gradually being institutionalized as a process to help us understand, and possibly reduce, the carbon footprint of products as they are developed or updated.

Q: The regulatory landscape linked to sustainability is changing rapidly, especially in Europe. How is Brunswick preparing?

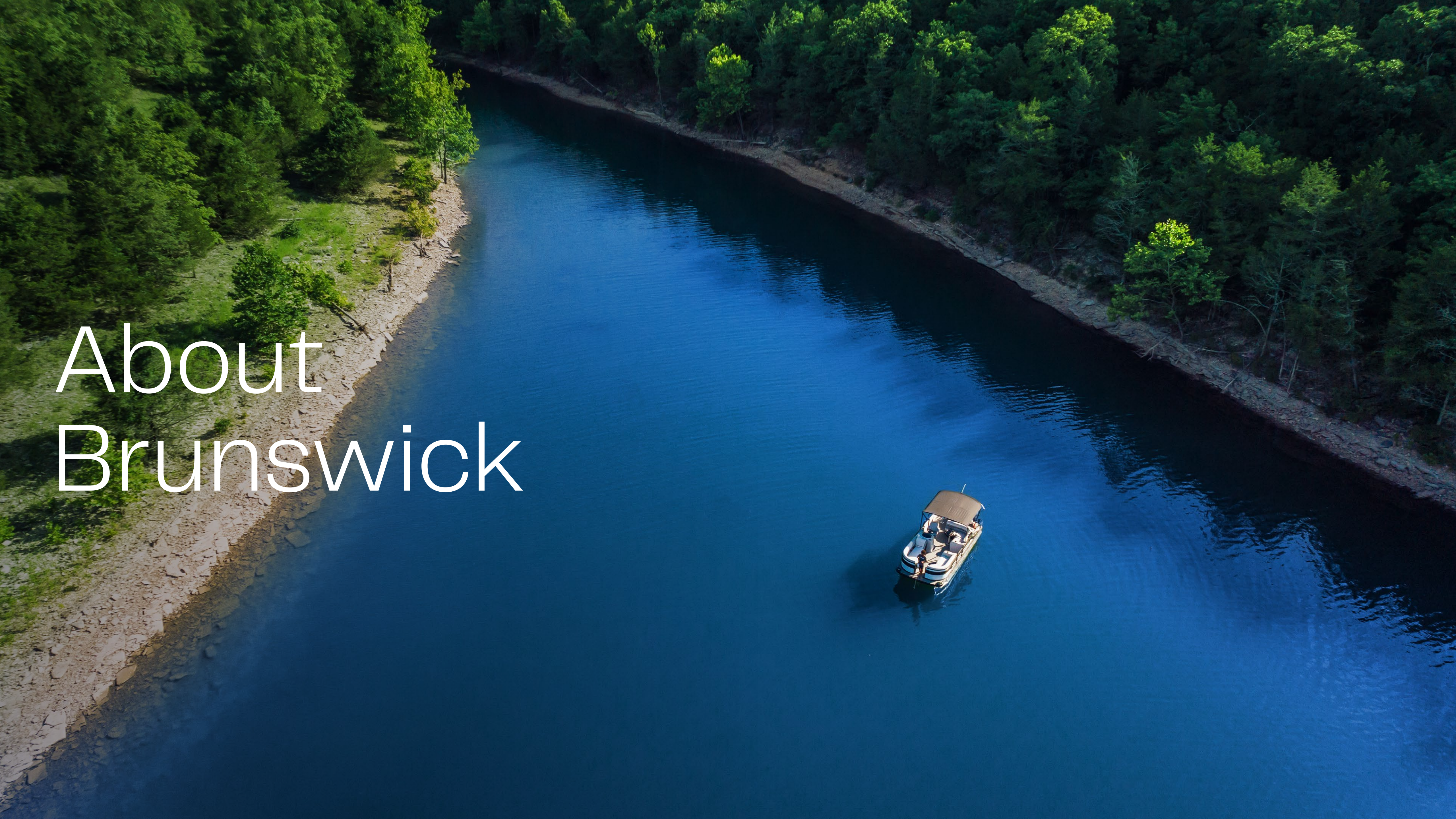
Over the last several years, Brunswick has evolved its enterprise management of sustainability. Our stakeholders may have seen this in the evolution of our policies linked to key environmental, social or governance topics, the increase in disclosures within our annual sustainability reports over time, the expanded use of third-party reporting frameworks or the inclusion of Scope 3 emissions reporting. These activities have positioned us well for many of the emerging sustainability reporting regulations. Internally, we are also strengthening our reporting process to improve the accuracy of our emissions estimations and internal controls for our published data.

Beyond new reporting requirements, there are many new regulations emerging out of the European Union’s commitment to reach climate neutrality by 2050. At Brunswick, we are fortunate to have a sophisticated organizational infrastructure. Groups of employees across the product management, trade compliance, sustainability, environmental health and safety, and legal functions are monitoring the regulatory landscape and preparing our team for emerging changes. While the business implications of some of these new regulations remain uncertain, we strive to maintain compliance and plan to do so. Like other challenges or changes the Company may face, we will leverage the expertise of our talented staff to develop a systematic approach with appropriate due diligence processes and reporting controls to meet the new sustainability requirements that may lie ahead.

Q: What are some of Brunswick’s 2023 sustainability achievements that you would like to highlight?

Sharing Brunswick’s many accomplishments is certainly one of the best parts of my role. I would especially like to call out the following regarding 2023:

- Brunswick launched over 100 new or refreshed products; a few of these products are highlighted on pages 14-16.
- Our absolute Scope 1 and Scope 2 emissions declined by 6% from an updated 2022 baseline.
- We increased the use of recycled aluminum in our boats and engines, resulting in a reduction of approximately 48 metric tons of carbon emissions. This was one of several contributing factors to the reduction of absolute Scope 3 emissions of 8%.
- Our Brunswick TIDE team (Together: Inclusion, Diversity, Equity) doubled participation in our employee resource groups and expanded its programming while the Company demonstrated progress in adding diversity within manager and leader roles.
- Our safety performance remained exemplary with key safety performance metrics better than our peer national average, as highlighted on page 38.
- Across our ethics program, we introduced a new internal and external assessment processes to enhance our programming while also updating our Supplier Code of Conduct.



About Brunswick

Brunswick at a Glance



How We Succeed

The Brunswick brand is founded in our belief that “Next Never Rests™” and guided by the key pillars and principles outlined below. Our employee value proposition calls out the team member values that makes Brunswick a world leader in marine recreation.

Connective Pillar	Advancing Innovation Innovation is the heart of Brunswick. It allows us to challenge long-held conventions and revolutionize experiences on the water and beyond. Innovation integrates, bringing together an easy, holistic experience for our users, as well as our partners and talent. Innovation is what drives Brunswick forward and what excites others to join us as we craft a better, more sustainable future.
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Pillars	Challenging Convention We are committed to reimagining the future and creating fresh, technology-driven solutions. Anticipating consumer needs positions us to change the game and elevate the industries we serve. We are passionate, ambitious, and inspired to win, but not afraid to fail.	Pursuing Excellence Driven and dedicated, we are committed to leading industries. Revolutionary technologies and consistently exceptional execution make Brunswick the most professional business partner, product and service provider and investment opportunity.	Driven by Human Experiences Combining engineering and technological expertise with robust consumer insights allows Brunswick to craft harmonious solutions. We are customer-focused, blending the digital and physical for frictionless experiences.	Delivering on Synergies Brunswick prioritizes collaborative and dynamic relationships to support the business transformation we strive to deliver. Leveraging our scale and advanced capabilities, we offer engaging experiences to elevate communities, businesses and careers.
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Core Principle	Championing Sustainability We recognize our role in connecting people to the world we share by creating experiences on the water and beyond. Our responsibility to a sustainable future extends far beyond the environments we serve. Sustainability is core to our way of business, driving our commitment to a healthy and happy work environment, our leading role in the democratization of boating and improvements to our products across the full life cycle. By making sustainability central to our enduring success, we hold ourselves to a higher standard.
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Employee Values	Innovative We thrive in a culture that transforms a vision into reality.	Driven At Brunswick, we have passion for our work and a distinct ability to deliver.	Exceptional Our commitment to integrity, safety, quality and continuous improvement is reflected in everything we do.	Authentic Our team works together and cares about people at on individual level.	United We are stronger together as “One Brunswick.”
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Brunswick's Sustainability Framework

We believe that continuous improvement of our products and manufacturing processes as well as investments in our employees and communities will support our efforts for long-term growth and profitability. We are committed to do our part to protect the environment, reduce our carbon footprint and contribute to safe, rewarding and inclusive careers for our employees worldwide. Our framework for sustainability commitments is shared below.



Engaging People

- Maintain an industry-leading safety record.
- Address key employee engagement survey topics.
- Continue focus on attracting and retaining talent while fostering diversity and inclusion.
- Lead the industry in boater inclusivity and accessibility.



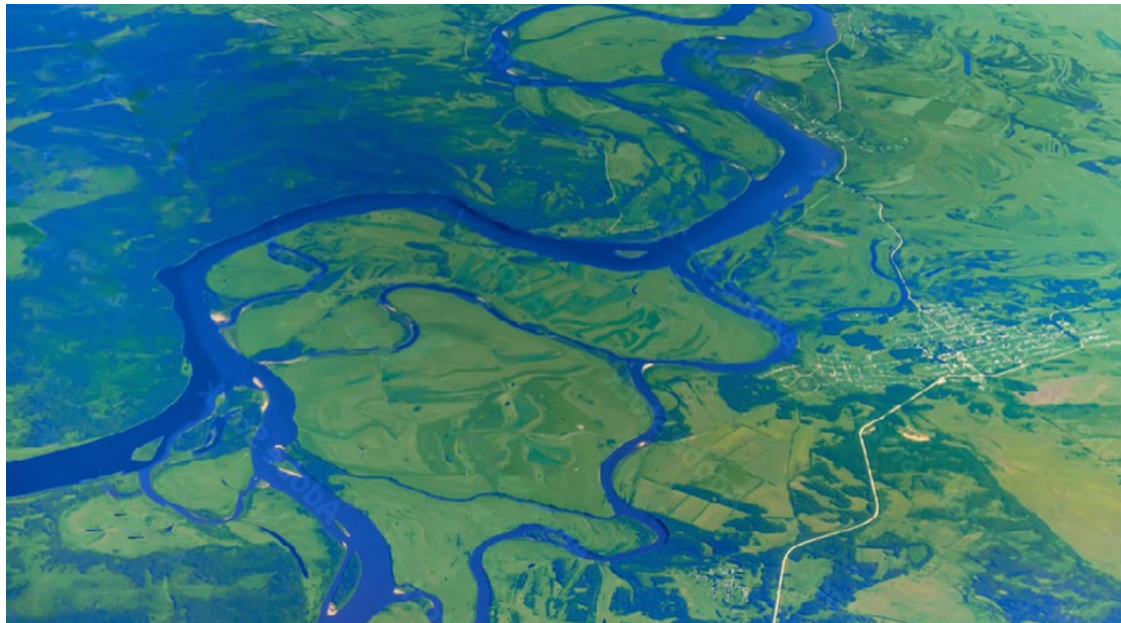
Innovating Products

- Leverage life cycle assessment and supplier partnerships to improve product sustainability.
- Continue pursuit of innovations for sustainable boating:
 - Further internal combustion and vessel-level efficiency.
 - Expand electric marine propulsion.
 - Support adoption of sustainable marine fuels.



Operating Sustainably

- 30% reduction in Scope 1 and Scope 2 emissions by year-end 2025 (2022 baseline)¹.
- 60% of electricity from renewable sources by year-end 2025.
- Achieve zero waste to landfill² at 45 facilities by 2030.
- Maintain a strong environmental compliance program.



Conserving Our Waterways

- Prioritize water-based conservation in philanthropic efforts.
- Encourage corporate volunteerism aligned with water protection efforts.

1 Includes renewable energy certificates from agreements with Vesper Energy and Alliant Energy for solar arrays expected to be operational during 2024.
2 Zero waste to landfill is defined by Brunswick as a 90% landfill diversion rate of solid wastes from operations.

Progress Toward Our Commitments

Strategy Pillar	Stakeholder Priority Topic	Specific Objectives	2023 Progress	United Nations SDGs
Engaging People	<ul style="list-style-type: none">Employee safety and health.Talent attraction and retention.Diversity, equity and inclusion.	<ul style="list-style-type: none">Maintain an industry-leading safety record.Address key employee engagement survey topics.Continue focus on attracting and retaining talent while fostering diversity and inclusion.Lead the industry in boater inclusivity and accessibility.	<ul style="list-style-type: none">Attained TRIR and LTIR 60% and 68% better than the national average, respectively.More than 1,110 employee engagement action items adopted by people managers.Received 28 employer-of-choice-related awards.Increased women in global leadership and ethnic/racial diversity among management.Supported Chicago’s Inaugural Black Boaters Summit and dozens of boater access experiences.	<div><div>3GOOD HEALTH AND WELL-BEING</div><div>5GENDER EQUALITY</div></div>
Innovating Products	<ul style="list-style-type: none">Product innovation and quality.Climate mitigation.Supply chain sustainability and resiliency.	<ul style="list-style-type: none">Leverage life cycle assessment and supplier partnerships to improve product sustainability.Further internal combustion and vessel-level efficiency.Expand electric marine propulsion.Support adoption of sustainable marine fuels.	<ul style="list-style-type: none">Increased recycled aluminum content used in boats and engines.Launched Navan by Quicksilver, featuring a twin-step hull that improves fuel efficiency.Launched Mercury Marine’s Avator™ 7.5e, 20e and 35e electric outboard motor models.Launched the RELiON RB36V40 marine lithium battery with 20% more energy capacity than its series equivalent.Supported NMMA efforts to create awareness for marine sustainable fuels and ICOMIA’s study on the decarbonization of the recreational marine industry.	<div><div>8DECENT WORK AND ECONOMIC GROWTH</div><div>12RESPONSIBLE CONSUMPTION AND PRODUCTION</div><div>13CLIMATE ACTION</div></div>
Operating Sustainably	<ul style="list-style-type: none">Environmental compliance.Climate mitigation.	<ul style="list-style-type: none">30% reduction in Scope 1 and Scope 2 emissions by year-end 2025 (2022 baseline).60% of electricity from renewable sources by year-end 2025.Achieve zero waste to landfill from operations at 45 facilities by 2030.Maintain a strong environmental compliance program.	<ul style="list-style-type: none">Reduced combined Scope 1 and Scope 2 emissions by 6%.Operationalized on-site solar panels at two facilities, for a total of seven facilities.Completed energy audits at seven facilities and LED lighting upgrades at 12 facilities.Nine additional facilities met Brunswick’s zero waste to landfill standard (90% of operational waste diverted) for a total of 22 facilities.Completed 17 environmental compliance audits in 2023, resulting in 92% of manufacturing facilities audited since 2021.	<div><div>7AFFORDABLE AND CLEAN ENERGY</div><div>12RESPONSIBLE CONSUMPTION AND PRODUCTION</div><div>13CLIMATE ACTION</div></div>
Conserving Our Waterways	<ul style="list-style-type: none">Marine and freshwater conservation.	<ul style="list-style-type: none">Prioritize water-based conservation in philanthropic efforts.Encourage corporate volunteerism aligned with water protection efforts.	<ul style="list-style-type: none">The Brunswick Foundation made grants to eight marine conservation organizations.Brunswick employees completed more than 40 conservation-related community service events.Brunswick brands sponsored more than 15 conservation-focused organizations or events.	<div><div>14LIFE BELOW WATER</div></div>

Sustaining Innovation



Innovation Is the Heart of Brunswick

Our relentless focus on innovation allows us to challenge long held conventions and revolutionize experiences on the water and beyond. Our Brunswick ACES (Autonomy/ADAS, Connectivity, Electrification and Shared Access) Innovation Strategy focuses on commercialized products and technologies that elevate and simplify boating across proficiency levels to promote an engaging, confidence-inspiring and safe experience on the water.

At Brunswick, we believe innovation is an integrator, bringing together an easy, holistic experience for our users, as well as our partners and talent. Innovation is what drives Brunswick forward and what excites others to join us as we craft a better, more sustainable future.

During 2023, Brunswick launched over 100 products including new-to-market boats, engines and marine electronics as well as innovations to existing products that improved performance.

Investing in a World-Class Team

Brunswick’s leadership in innovation requires teams with best-in-class talent. Recruitment and development of employees is critical to ensure we have the right people in place to deliver our innovation promise.

Some examples of Brunswick’s talent acquisition and development activities include:

University Recruitment

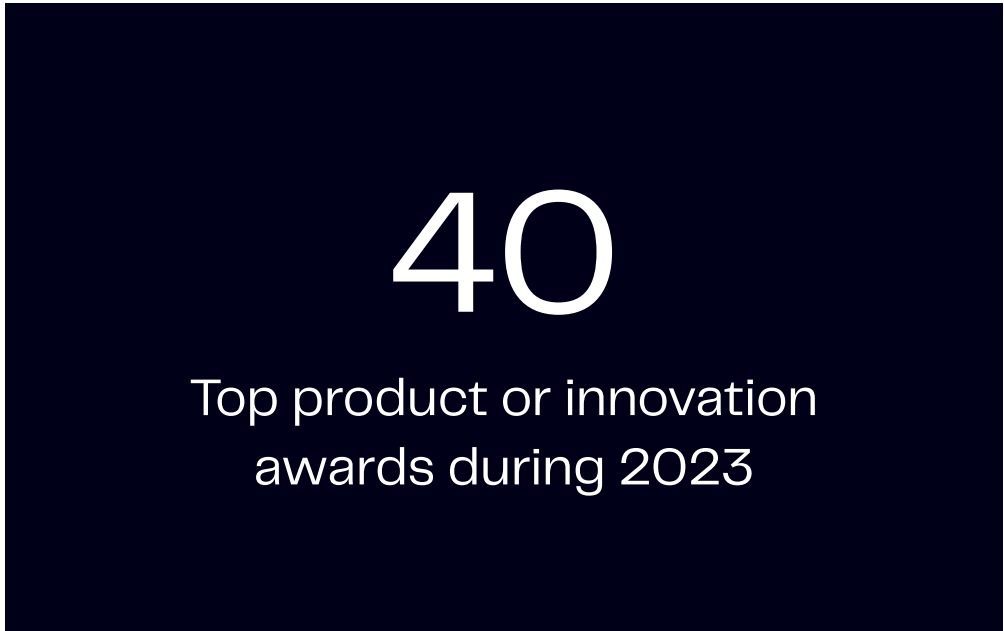
Brunswick collaborates with leading universities for innovation recruitment. Through our suite of student programs, we can guide professional development from internship and co-op positions to senior leadership roles throughout Brunswick.

Brunswick Tech Career Path

A program focused on the development and recognition of top talent within engineering disciplines to create internal areas of expertise and a competitive advantage in critical areas for Brunswick’s future success.

Society of Women Engineers Partnership

Brunswick collaborates and integrates with affinity groups while supporting the annual SWE conference and participating in its career fair to encourage more female representation in marine engineering.



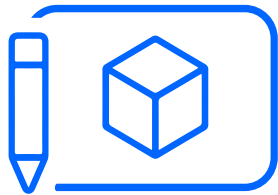
Advancing Processes That Aid Collaboration and Innovation

At Brunswick, we leverage processes refined through our rich history of innovation to bring together best-in-class people, teams and capabilities with the goal of maximizing collaboration. These processes continue to prove themselves through our accelerated pace of innovation.



In-depth Consumer Research

Our deep understanding of consumers fuels our innovation roadmap in anticipation of their future needs.



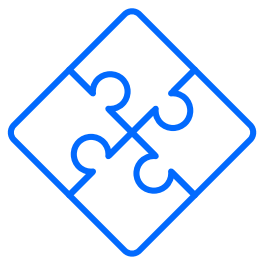
High Performance Product Development (HPPD)

We rigorously adhere to proven product development processes and principles, while continually leveraging best practices across the enterprise to remain world-class.



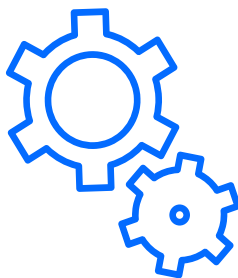
Democratized Ideation Practice

Utilization of ‘hackathons’ and ‘summits’ serves to source innovation inspiration from a broad, talented and diverse team.



Brunswick Ecosystem Synergies

Programmatic collaboration across divisions, technical disciplines and functional areas supports development of Brunswick’s long-term technology road map and yields innovations unique to Brunswick.



Cultivation of Critical Capabilities

Sustained innovation leadership requires continually evolving our innovation capabilities. Some of our key areas of investment today include functional safety, advanced simulations, software engineering, systems engineering and intellectual property development.



Strategic Partnerships

We maintain strong relationships with leading experts across industries, trade associations, technology developers, research institutions and throughout our supply chain to further fortify Brunswick’s position as an innovative leader.

New Products Spotlight



Mercury Marine Avator 7.5e, 20e and 35e Electric Outboards

Mercury Marine Avator Electric Outboards make boating possible with no exhaust fumes and zero direct emissions. Offered with tiller or remote steering, Avator is ideal for powering aluminum fishing boats, micro skiffs, rigid inflatables, tenders and small pontoons.

Recognition

- CES Innovation Award Honoree
- NMMA Innovation Award (Miami International Boat Show)
- Boating Industry Top Products Award
- Two iF Design Awards

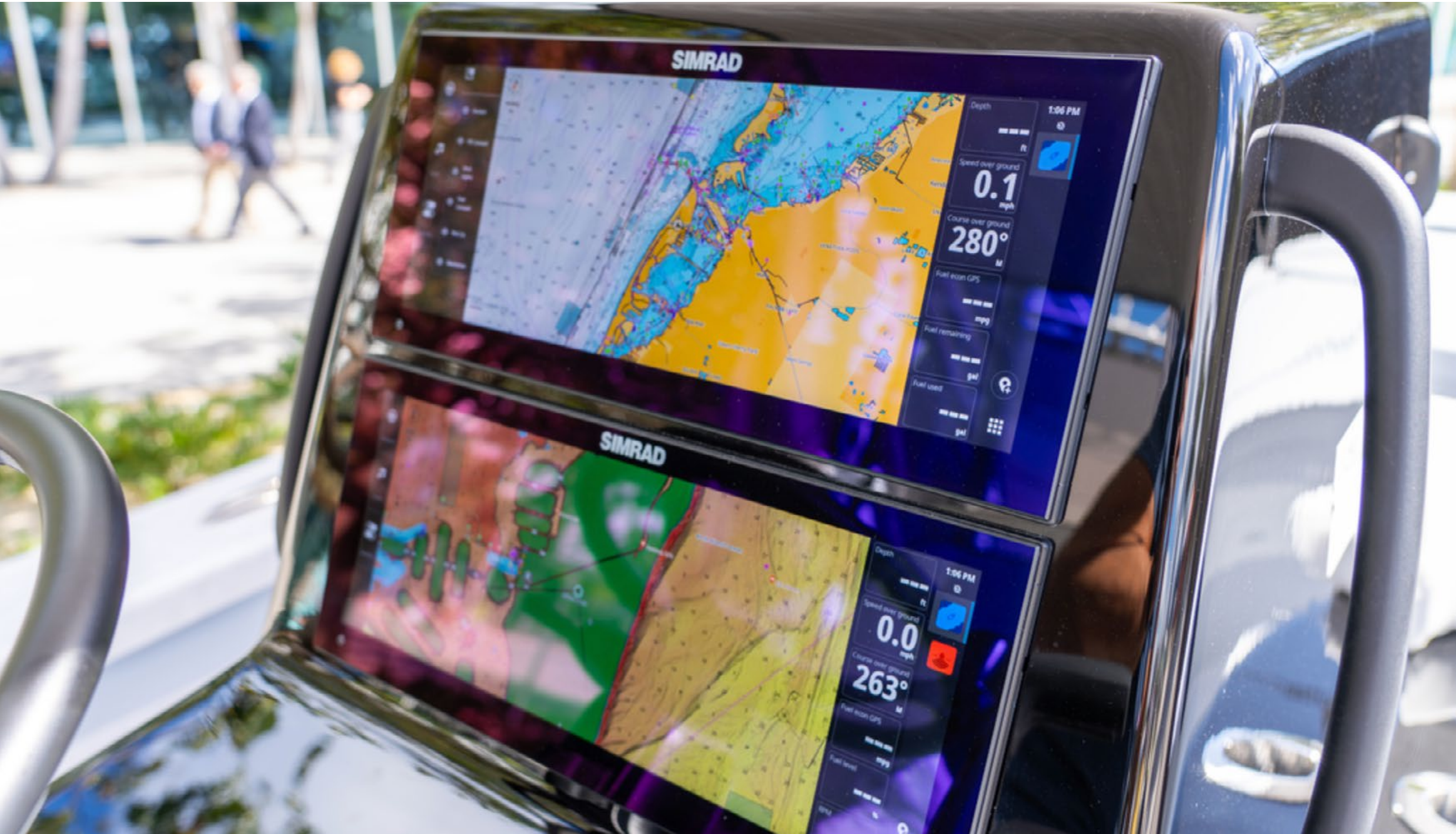


Mercury Racing V8 500R Outboard Engine

The Mercury Racing V8 500R is a 500-horsepower engine that sets a new benchmark for power density for high-performance luxury sport boats that includes a host of technologically advanced new components in the powerhead, cooling system, midsection, gearcase and steering system.

Recognition

- NMMA Innovation Award (Miami International Boat Show)
- *Boating's* Marine Power Innovation Award



Simrad® NSX ULTRA WIDE Marine Display



The Simrad NSX ULTRA WIDE is the world's first fully-featured ultrawide marine display, which offers all the benefits of dual screens on a single display. The unique ultrawide display is built to be simpler, cleaner, and more elegant than anything else in the marina.



RELiON® Battery RB36V40 Lithium Battery



The RELiON Battery RB36V40 Lithium Battery is a durable and long-lasting 36V 40Ah lithium iron phosphate power source designed specifically for marine use. The new RB36V40 provides maximum capacity – 20% more than its series equivalent – while weighing 70% less than the lead-acid equivalent.



Navan™ by Quicksilver® C30 and S30



The Navan C30 and S30 feature twin-step hull models that combine innovative technology with unmatched performance, versatility and comfort. The twin-step hull, commonly used in racing boats, reduces drag to make the boats faster and more fuel efficient.

Recognition

- Best of Boats Award (Best for Fun Finalist)



Veer™ V13®



The Veer V13 was designed to support electric propulsion with exceptional quality and a contemporary design. Veer is affordably priced while offering superior performance, ease-of-use and low maintenance to encourage and expand boating access to a new generation.

Industry
Recognition

- *Boating's* Best Entry Level Boat
- *Boating's* Boat of the Year (Skiff/ Accessible Category)
- IDEA Bronze Design Awards
- NMMA Innovation Award (Fishing Boat Category, Minneapolis Boat Show)

Product Quality

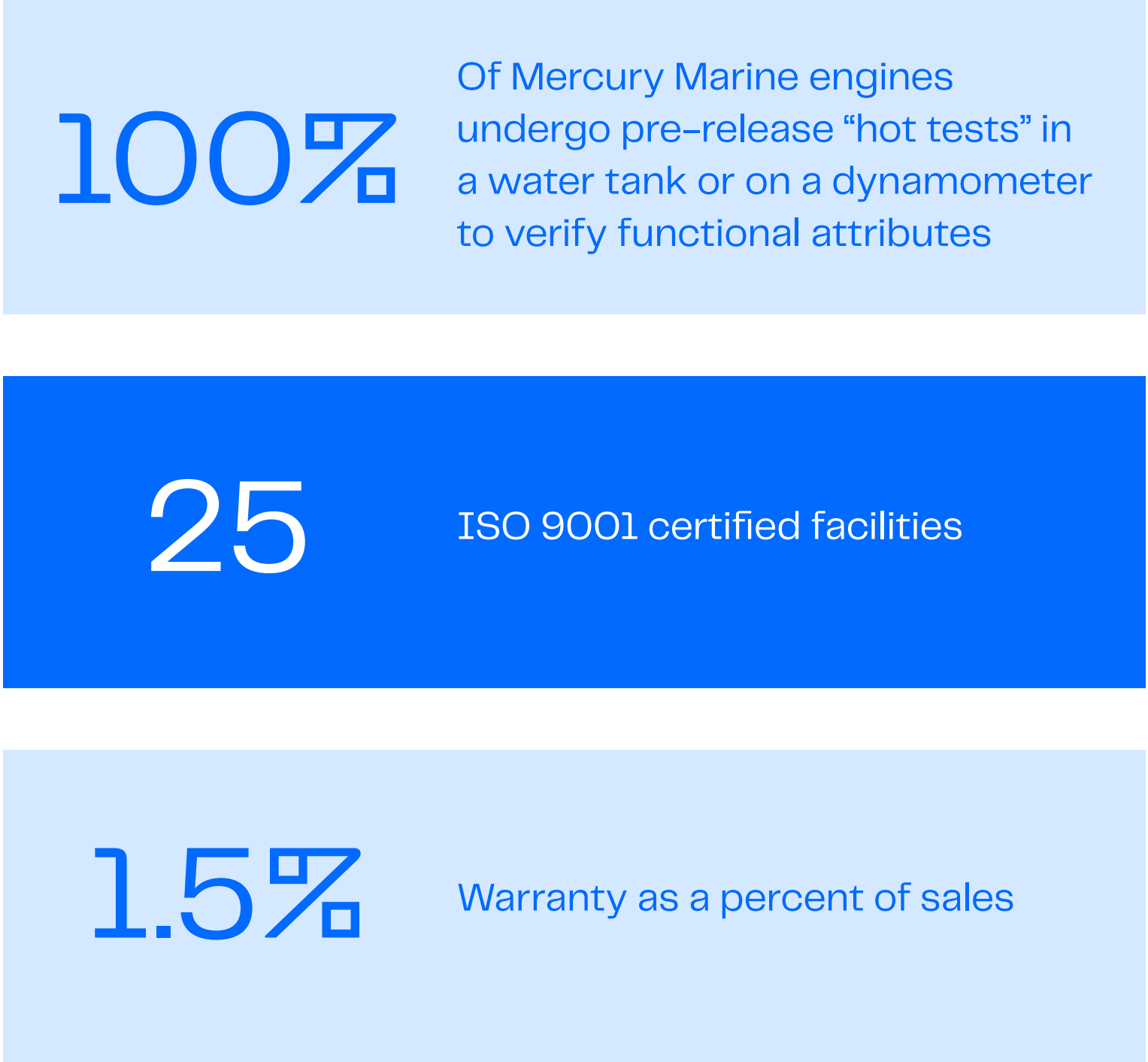
At Brunswick, we develop and manufacture our products with the consumer experience as a priority. Brunswick and our family of brands have a long-standing reputation for quality craftsmanship, advanced technology and product safety.

Elevated Standards

We adhere to marine and trade industry standards in the design and manufacturing of our products and services, including as applicable the International Organization for Standardization (ISO), American Boat and Yacht Council (ABYC), United States Coast Guard (USCG), Underwriter’s Laboratory (UL), American National Standards Institute (ANSI) and Society of Automotive Engineers (SAE) and RV Industry Association (RVIA), among others.

We focus on maintaining robust quality systems and processes for the products we manufacture to leverage quality as a differentiator. Our quality management systems follow the ISO quality standards, and 25 of Brunswick’s manufacturing locations are ISO 9001 certified.

As a result of long-term dedication to product quality, our warranty as a percent of sales was 1.5% during 2023.



Recognized for Excellence

Five Brunswick Boat Group brands earned 2023 Marine Industry Customer Satisfaction Index (CSI) Awards. The annual CSI award recognizes marine manufacturers who attain the highest levels of customer contentment, as voted on by the customers themselves. To qualify for the CSI award, manufacturers must achieve and maintain an independently measured standard of excellence in customer satisfaction of 90% or higher over the past year.



Leveraging Lean Six Sigma

As part of our commitment to quality and continuous improvement, we leverage the principles and processes of Lean Six Sigma. Lean Six Sigma is a structured process improvement methodology to improve business performance by eliminating process or product defects and resource waste. In addition to the benefit of improved product quality, Lean Six Sigma can reduce use of materials or labor, improve safety performance and reduce costs.

Brunswick has over 3,000 employees trained in some level of Lean Six Sigma proficiency, with 70 black belts and five master black belts. During 2023, well over 1,500 Lean Six Sigma projects were completed across the Company.

Each year, our divisions host continuous improvement expositions where team members can present their projects and the benefiting impact. Top projects across the Company are selected for special presentations to Brunswick executive leaders with just one or two projects each year being recognized with the prestigious CEO Continuous Improvement Award.

Brunswick's 2023 CEO Continuous Improvement Awards

For 2023, Navico Group's Menomonee Falls, Wisconsin and Brunswick Boat Group's Lebanon, Missouri facilities were awarded Brunswick's CEO Continuous Improvement Award. The Menomonee Falls team was recognized for an effort that consisted of 21 projects and involved 28 team members. The initiative was successful in reducing the safety incident rate, improving order cycle time and reducing associate turnover, which, in turn, increased internal and external on-time delivery. The Lebanon team was recognized for a combination of 14 projects that have decreased downtime and increased productivity and quality.





Environmental Sustainability

Greenhouse Gas Emissions

During 2023, Brunswick made progress both in terms of advancing the accuracy of carbon accounting methodologies and reducing absolute greenhouse gas (GHG) emissions year over year.

Scope 1 and 2 Emissions

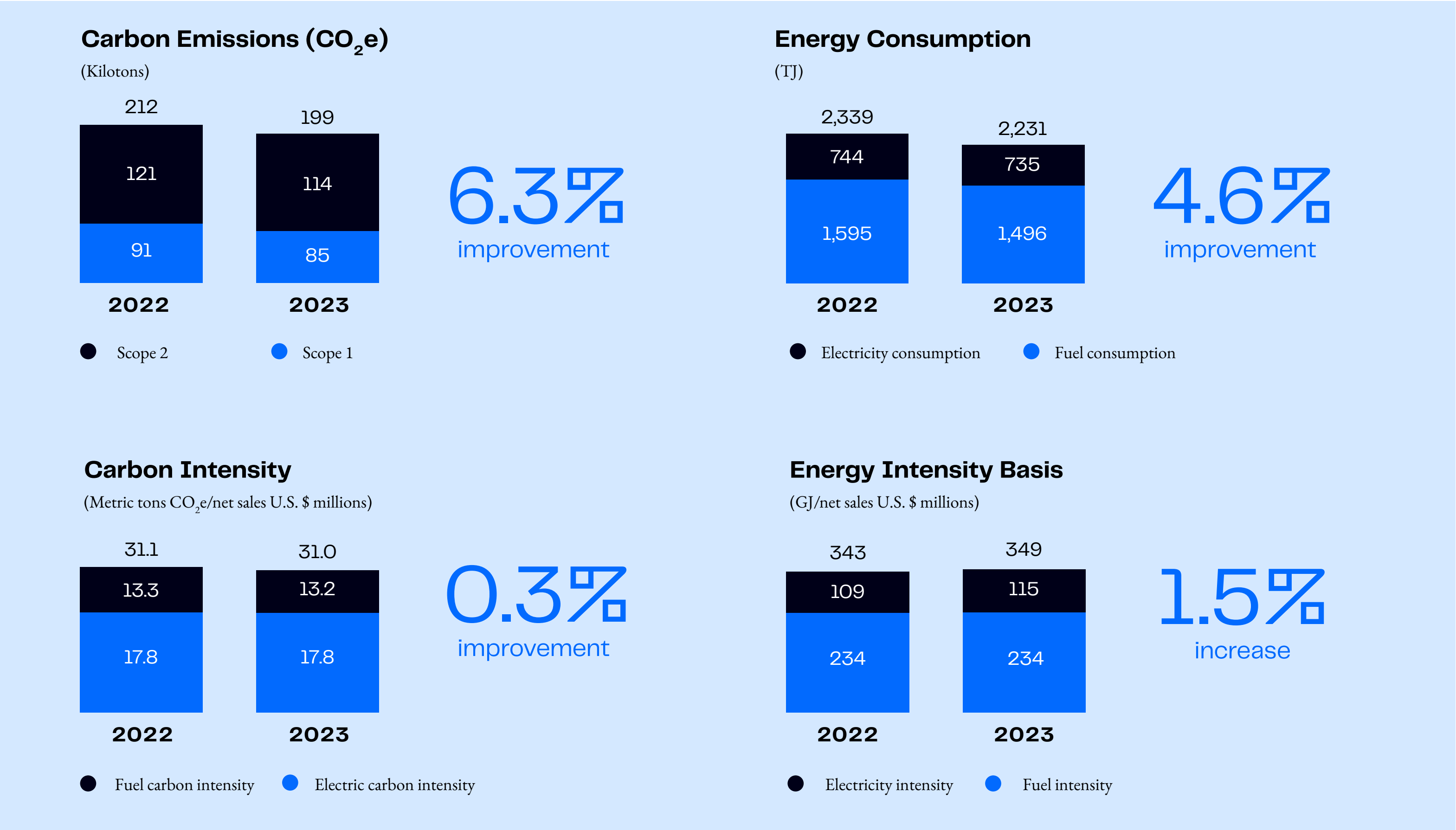
GOAL: 30% reduction target for our Scope 1 and 2 emissions by year-end 2025 from 2022.

2023 PROGRESS:

We reset our 2022 greenhouse gas emissions baseline to include Brunswick facilities excluded from prior reporting, estimated emissions from the use of company-owned vehicles and revised gasoline consumption from corporate-owned Freedom Boat Club locations leveraging data as reported in our customer relationship management system, which also includes international data not previously reported. Compared to the revised 2022 emissions estimate, Brunswick decreased combined Scope 1 and Scope 2 absolute GHG emissions by 6.3% (includes location-based emissions factors for electricity) and slightly improved revenue-based carbon intensity year over year. Additionally, approximately 56% of facilities reported a decreased usage of electricity during 2023, with more than 20 facilities reducing by double digits.

Initiatives or activities supporting reduced energy usage include:

- Mercury Marine’s Fond du Lac, Wisconsin campus focused on leak prevention across its air compressor systems and identified opportunities for certain systems to automatically shut off when idle, reducing electricity by approximately three million kilowatt hours.
- Mercury Marine in Fond du Lac installed a new reverb furnace regeneration system that uses preheated combustion air to heat pellets



- used for an aluminum smelting furnace. This project is expected to result in annual natural gas savings of 376,014 therms.
- Mercury Marine in Fond du Lac completed the transition to a vacuum carbonizing furnace using electricity instead of natural gas, improving process throughput and quality while reducing overall carbon emissions. This project is expected to annually save more than 780,000 kilowatt hours of electricity and 240,000 therms of natural gas.
 - Brunswick Boat Group and Mercury Marine upgraded to LED lighting at 12 facilities.
 - To support future energy efficiencies, Boat Group introduced an energy audit program and completed audits at seven primary manufacturing locations. Mercury Marine also launched an Energy Team, which engages a range of manufacturing plant leaders in understanding energy usage and cost savings opportunities.

GOAL: 60% of electricity from renewable sources by year-end 2025 (including renewable energy certificates).

2023 PROGRESS:

As a percentage of our total electricity usage, renewable energy accounted for less than half a percent in 2023. Looking forward, we plan to increase renewable energy usage over the next two years by completing new on-site solar installations and the operationalization of renewable energy projects supported by Brunswick power purchase agreements. Specific renewable energy progress for 2023 include:

- Brunswick Boat Group’s Reynosa, Mexico facility operationalized 900 roof-top photovoltaic solar panels during the fall of 2023; these panels are expected to generate 45% of the energy consumed by the facility’s assembly area.

- Mercury Marine announced two small-scale solar installations in Australia, which began operations in Q1 and Q2 of 2024.
- Permits were approved for construction of an additional on-site solar installation at our Land ‘N’ Sea location in Connecticut.
- Necessary state approvals were received for the Ledgeview Solar Project, a partnership between Mercury Marine and Alliant Energy to build a 5-megawatt, 32-acre solar project in eastern Fond du Lac County, Wisconsin. The project will generate enough energy to offset approximately 10% of the electricity from the Mercury Marine Fond du Lac campus.
- Necessary permits are in place and the delivery is complete for solar panels to generate more than 500 megawatts of electricity for the Hornet Solar Project in Texas, a partnership between Brunswick and Vesper Energy.

Environmental Sustainability Recognition

In recognition of prior and ongoing sustainability efforts, Brunswick was named to Newsweek’s inaugural list of America’s Greenest Companies, USA Today and Statista’s inaugural Climate Leaders List, and Sustainalytics’ “Industry Top Rated” list for 2023. Additionally, Brunswick received a B rating from CDP for its [2023 Climate Change Questionnaire disclosure](#). Mercury Marine received Green Masters status from the Wisconsin Sustainable Business Council for the 13th consecutive year, and its new Brownsburg, Indiana distribution facility received LEED (Leadership in Energy and Environmental Design) Silver certification.



Scope 3 Greenhouse Gas Emissions

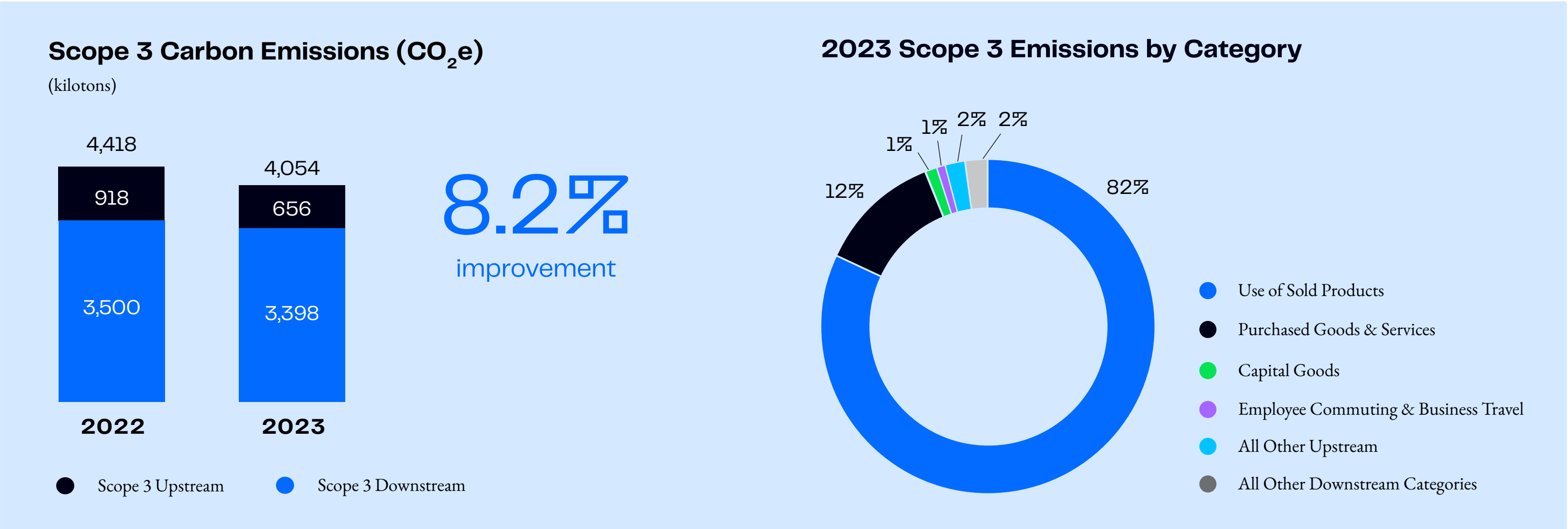
During 2023, Brunswick improved its methodology for the estimation of Scope 3 greenhouse gas emissions to incorporate more accurate, repeatable sources of data, with special emphasis on the most emissive raw materials. Key improvements include the use of:

- Purchased volumes provided by suppliers of fiberglass, resin, foam and gel coats.
- Purchased volumes of aluminum used for in-house manufacturing processes for boats and engines.
- Purchased volumes of lithium and lead-acid batteries.
- Supplier provided or industry-based emissions factors for materials listed above.
- GHG emissions estimates from travel partners for business-related airline flights and rental car trips.

As a result of the updates in methodology for estimating Brunswick’s Scope 3 emissions, we revised our 2022 baseline to provide a consistent year-over-year comparison. Brunswick’s 2023 absolute Scope 3 GHG emissions totaled approximately 4,054 kilotons, a decrease of approximately 8% compared to revised 2022 totals. This improvement is attributable to market demand impacting across multiple categories and increases in recycled aluminum content in both boats and engines. These effects were partially offset by an increase in higher horsepower engine sales in 2023 compared to 2022.

Third Party Verification

Brunswick’s global usage of energy and Scope 1, 2 and 3 GHG emissions inventories were verified in accordance with ISO 14063-4: 2019 by Keramida. This [limited assurance verification](#) was led by an accredited California Lead GHG Verifier.



Focusing Scope 3 Product Use Emissions

Scope 3 Downstream Use of Sold Products is the largest source of GHG emissions for Brunswick and consists of the use of fuel to power Mercury Marine engines. Following Greenhouse Gas Protocol standards, we report the full lifetime of an engine’s GHG emissions in the year an engine is manufactured. This category accounts for 82% of Brunswick’s Scope 3 emissions and 78% of the Company’s combined direct, indirect and value chain GHG emissions.

Decarbonization of recreational marine engines presents specific challenges to Brunswick and the industry as a whole. Water is approximately 800 times denser than air, so the power required to move a boat through the

water at a given speed is much greater than that of on-road vehicles. Boats are also very weight-sensitive; adding electric power or hydrogen fuel cells increases the weight of the boat and creates challenges for capacity, speed and range. As is the case in the transportation and aviation industries, decarbonizing recreational boating will require multiple technology platforms, many of which will require years of additional development.

As a company with innovation at its core, we remain committed to advancing new technologies for the future while continuing to make incremental improvements in the efficiency of internal combustion engines.

MERCURY MARINE'S AVATOR ELECTRIC OUTBOARD

During 2023, Mercury Marine launched the Avator Electric Outboard lineup, now with five models, setting a new benchmark for electric marine propulsion innovation and performance. Avator includes an industry-first transverse flux motor technology which generates high torque with efficient battery performance. Like other electric products, the motor lineup features a near-zero-maintenance design and a whisper-quiet running experience.

The Avator portfolio makes boating possible with no exhaust fumes and zero direct emissions. Looking at life cycle carbon emissions, an Avator outboard is estimated to generate 15% less carbon emissions over the 26-year life of the engine, compared to a similar sized internal combustion engine. While emissions from raw materials and parts processing (Scope 3 upstream) is higher for an electric motor, the Scope 3 downstream use of an electric motor more than offsets the upstream, including the carbon emissions from generating the electricity that powers the rechargeable battery. Additionally, each Avator outboard is crafted with many components that are recyclable or reusable.

Electric propulsion is one technology able to meet the needs of consumers powering small boats, boats operating in waterways with speed restrictions or internal combustion limitation, commercial fleets catering to rental markets or those who simply seek an electric alternative. We also plan to introduce Avator into our Freedom Boat Club fleet over time.

Technology Solutions to Reach a Net-Zero Economy in 2050

Extracted from the U.S. *National Blueprint for Transportation Decarbonization*, jointly developed by the U.S. Department of Energy, Department of Transportation, Environmental Protection Agency and Department of Housing and Urban Development (January 2023).

	Battery/Electric	Sustainable Liquid Fuels	Hydrogen
Light-Duty Vehicles	•••	TBD	–
Aviation	•	•••	•
Maritime	•	•••	••
U.S. National Blueprint R&D Priorities	<div>• National battery strategy.</div> <div>• Charging infrastructure.</div> <div>• Grid integration.</div> <div>• Battery recycling.</div>	<div>• Multiple cost-effective drop-in sustainable fuels.</div> <div>• Reduce ethanol carbon intensity.</div> <div>• Bioenergy scale-up.</div>	<div>• Electrolyzer costs.</div> <div>• Fuel cell durability and cost.</div> <div>• Clean hydrogen infrastructure.</div>

• Limited long-term opportunity •• Large long-term opportunity ••• Greatest long-term opportunity

NAVAN™ BY QUICKSILVER: THE FIRST BRUNSWICK STEPPED-HULL BOAT

At the Cannes International Yacht and Boat Show in September 2023, Brunswick unveiled its newest boat brand, Navan by Quicksilver. Navan was designed specifically to combine innovative technology with unmatched performance for boaters seeking the thrill of the water without sacrificing comfort. It is also the first Brunswick boat brand to include a patented twin-step hull, commonly used in racing boats, which reduces drag, making the boats faster and more fuel efficient.



A twin-step hull design features two notches, or indentations, that each run side to side across the bottom of the boat. These notches serve to increase the airflow under the boat, which lifts the boat and reduces the hull's surface area contact with water. At higher speeds, a stepped hull is generally accepted to improve fuel efficiency by approximately 15%.

The stepped hull design is an example of a vessel-level hydrodynamic feature that improves the sustainability of recreational boating. Brunswick Boat Group continues to pursue additional vessel-level optimization technologies like auto trim, advanced captain assist innovations and automated vessel controls to minimize fuel consumption.

FREEDOM BOAT CLUB: A SUSTAINABLE MODEL FOR GROWTH IN THE RECREATIONAL MARINE INDUSTRY

The long-term success of almost any business relies on the ability to attract new customers, and the recreational marine industry is no different. As the world's oldest and largest boat club with over 400 locations, Brunswick's Freedom Boat Club offers an opportunity for growth that both appeals to new boaters and supports environmental sustainability with its shared access model.

Freedom Boat Club members are just a reservation away from having a range of boats available for their personal enjoyment, sharing access to the boats with other club members. The club model offers many advantages to its members, including lower costs and time commitments compared to ownership. Freedom staff take care of the maintenance, cleaning, repair, insurance and storage and provide training to make getting out on the water as easy as possible.

Sharing access allows some boaters to avoid owning a boat of their own while supporting the growth of the industry. Research on the impact of boat clubs from Discover Boating has indicated that 25% of boat club members have previously owned a boat and 20% indicated they would have purchased a new or used boat if a shared access model was not available.

From an industry growth perspective, the Freedom Boat Club model is also attracting a different group of boaters. According to Freedom Boat Club experience and research from Discover Boating, boat club members tend to be younger and are more likely to live in urban or suburban areas, where owning a boat can be more challenging.

INNOVATION FOR INTERNAL COMBUSTION FUEL EFFICIENCY

Mercury Marine has a reputation for unmatched reliability, refined performance and innovative features that allow boaters to pursue their on-water adventures. Our four-stroke outboard engines are also designed for optimal performance and fuel efficiency.

Mercury Marine currently leverages a technology called Advanced Range Optimization (ARO) to minimize the fuel consumption on our higher horsepower engines. ARO is a proprietary closed-loop fuel control system that utilizes electronic sensors to precisely adjust the fuel mixture for the best possible efficiency at higher cruising speeds. Without compromising emissions or performance, ARO delivers improved fuel efficiency of 10% or more at cruising speeds.

In addition to improving fuel efficiencies today, the ARO provides added engine flexibility to support a future when non-traditional, alternative sustainable fuels may play a bigger role in reducing GHG emissions in the recreational marine segment. ARO is included on all Mercury Marine 175 to 600 horsepower engines, and we continue to evaluate additional applications.

Other Mercury Marine features that support fuel optimization include best-in-class engine weight, innovative propeller designs, hydrodynamic gearcases and Active Trim technology.

Environmental Management

Brunswick operates many manufacturing facilities, most of which are subject to federal, state or local environmental regulations and operate under air, water, storm water or hazardous waste permits. For these facilities, as well as our marine distribution and engineering locations, we maintain an environmental compliance assessment program. This program encompasses a review of systems for managing environmental compliance that closely follows ISO 14001 guidelines. These systems and processes include identification of environmental hazards, annual monitoring, measurement of annual inventory, routine reporting, auditing for compliance, maintaining a documentation system for audits and corrective actions, maintaining standard operating procedures and routine employee training.

Brunswick is also subject to a range of regulatory, trade and U.S. Securities and Exchange Commission compliance requirements related to chemicals and raw materials. As part of our routine processes, we screen dealers and suppliers for historic trade compliance violations, sanctions or adverse media events. Our trade activities are audited regularly, and we are committed to upholding the complex material compliance requirements where we source, operate or sell products. We leverage the expertise of compliance specialists to help maintain compliance with the various laws and regulations in this space for example: TSCA, REACH, WEEE, POP, Prop 65, RoHS, SIP and CLP).



Hazardous Waste Management

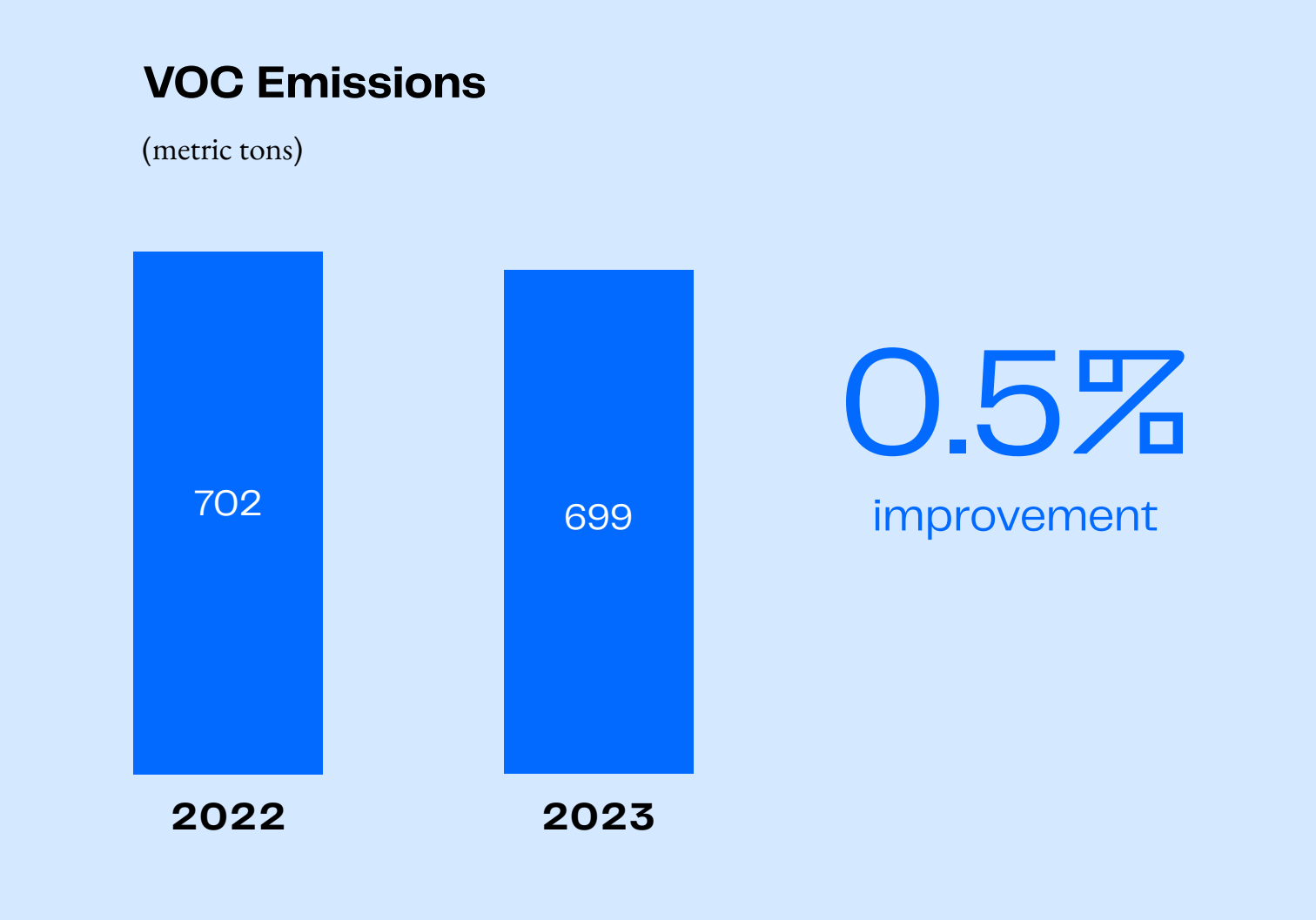
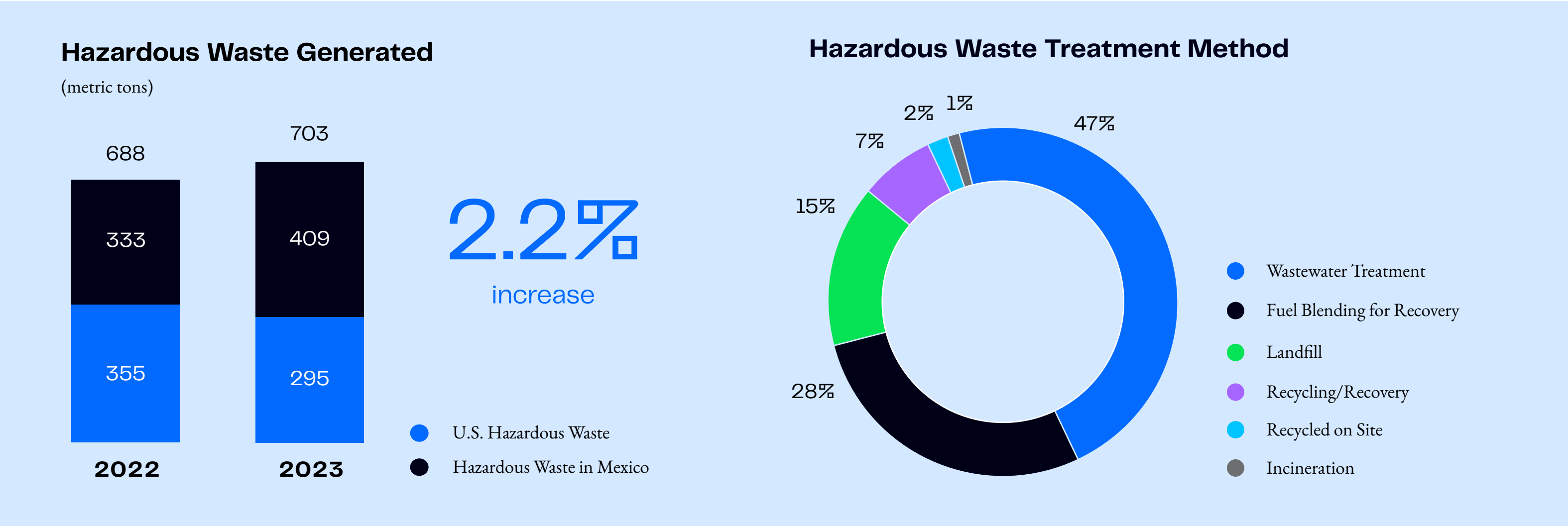
We monitor the volume of hazardous waste created and the disposition of that material at many of our facilities as part of our environmental compliance practices. For this year’s sustainability report, we expanded our hazardous waste reporting to include two additional manufacturing facilities in Mexico. Our reporting now includes all facilities in the U.S. and Mexico that generate reportable hazardous waste. Data for 2022 was restated to reflect the additional facilities.

Hazardous waste generation increased 2.2% in 2023 compared to restated 2022 due a temporary stoppage of on-site wastewater treatment at a facility in Mexico, which required wastewater to be managed externally as hazardous waste. It is anticipated that hazardous waste volumes will return to normalized levels once equipment upgrades are completed. Partially offsetting this temporary increase, Mercury Marine in Fond du Lac implemented a process improvement within the paint system operations that reduced hazardous waste generation by an estimated 50 metric tons.

VOC Emissions

The polymerization of the resins and gel coats used to manufacture our fiberglass-reinforced plastic boats and parts are a primary source of volatile organic compounds (VOC) emissions. We evaluate new low-VOC emission materials and processes in an effort to reduce emissions while maintaining the quality and durability of our products.

Our VOC data for 2023 includes the addition of two international facilities previously excluded from reporting. Data for 2022 was restated to include these additional facilities.



Non-Hazardous Waste Management

Solid Waste Goal: Achieve Zero Waste to Landfill at 45 Facilities by 2023¹

2023 PROGRESS:

Our goal is to minimize the waste created through the operation of our business. To do so, we rely on a variety of waste reduction and recycling programs. Since our last sustainability report, we’ve achieved a 90% reduction of solid waste from operations to landfill at nine additional facilities. We now have 22 facilities operating at a near-zero waste to landfill¹ level.

Specific non-hazardous waste management highlights from 2023 include:

- Land ‘N’ Sea attained 90% waste to landfill reductions at 13 of its distribution facilities.
- Navico Group attained its first 90% waste to landfill reduction at its Lowell, Michigan facility while Mercury Marine also added its distribution facility in Suwanne, Georgia to the list.
- Brunswick Boat Group’s aluminum fishing boat facility in New York Mills, Minnesota began using reusable racking system for transportation of windshields from the supplier, which we anticipate will reduce eight tons of corrugated cardboard, wood and plastic wrap packaging waste.
- Brunswick Boat Group’s Sea Ray facility in Vonore, Tennessee began a recycling program for wood pallets and plastic parts skeletons. Recycling of these materials is expected to reduce approximately 2,800 tons of waste annually while avoiding landfill costs.
- Mercury Marine in Fond du Lac, Wisconsin implemented a new coolant recovery system that includes the reuse of waste fluids. Along with significant water savings, we believe the project will cut sludge waste in half, reducing an estimated 140 tons of waste annually that was previously sent to landfill.



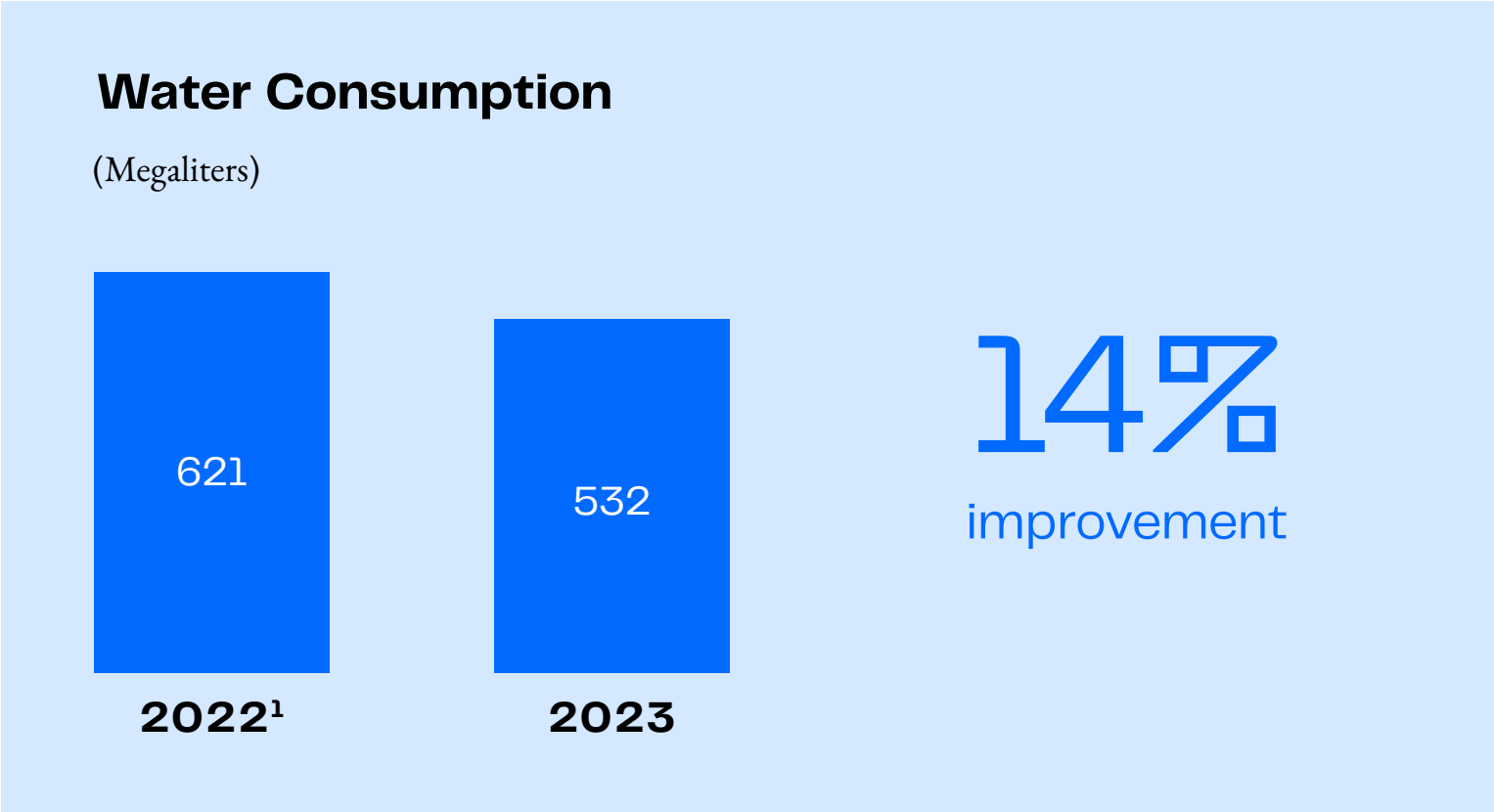
¹ Zero waste to landfill is defined by Brunswick as a 90% landfill diversion rate of solid wastes from operations.

Water Usage

Given that our products are used primarily in the marine industry, our team has a close connection to water. As a manufacturer, water is used in many parts of our operations, from the manufacturing of our products to testing their performance, and we strive to maintain responsible production and consumption. We promote water conservation through usage reduction, infrastructure improvement, filtration, closed-loop systems and reuse.

Significant water reduction initiatives implemented during 2023 include:

- Mercury Marine in Suzhou, China upgraded its wet paint system to a powder-based paint system that includes a water recovery process expected to yield nearly 11 megaliters of annual water savings. Additionally, the facility added a water recovery system to the wet engine test cell area, which we anticipate will save approximately 26 megaliters of water annually.
- Mercury Marine in Fond du Lac, Wisconsin updated its heat-treating system for lost foam casting and modified controls to limit the use of “single pass” cooling water for quench tank chiller unit, resulting in an estimated 19 megaliters of annual water savings while improving quality levels and manufacturing costs.
- Mercury Marine in Fond du Lac also completed installation of a new coolant recovery system. This system, along with modified maintenance practices and a new control system, is expected to reduce water usage by nearly 4 megaliters per year while reducing 25,000 gallons of annual coolant usage and eliminating 140 tons of sludge waste previously sent to landfill.



This year, Brunswick also completed a water risk assessment of its primary manufacturing facilities. Leveraging data and analysis from the World Resources Institute’s (WRI) Aqueduct Water Risk Atlas, we were able to evaluate risks in 2030 and 2050 using Shared Socioeconomic Pathways (SSP) scenarios 1, 3 and 5 (RCP 2.6, RCP 7.0 and RCP 8.5 respectively). Based on WRI data, we determined that none of our facilities are within the most severe water stressed baseline areas, and only four manufacturing facilities reside within a category 4 area, specifically in Mexico and China. The insights from our water risk analysis will be leveraged within our enterprise risk management and local facility operations long-term planning.



1 Water usage for 2022 differs from that presented in Brunswick’s 2022 Sustainability Report due to the collection of actual water invoices following the close of the report. The data reported herein is a more accurate reflection of 2022 water consumption.

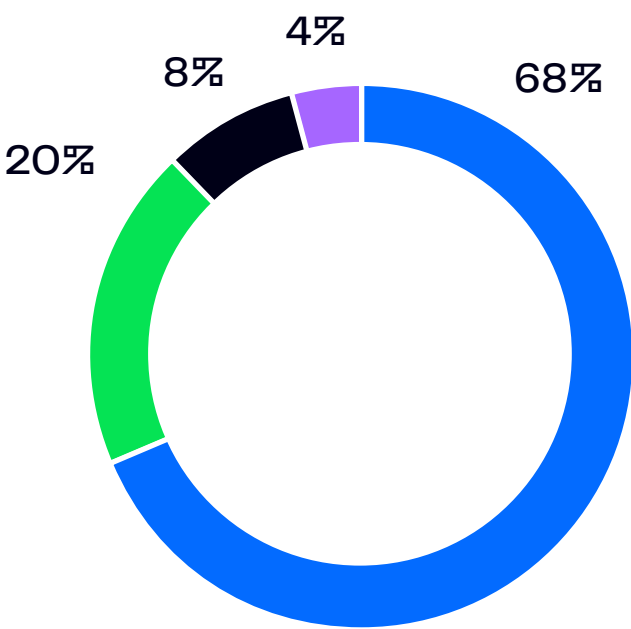


Focusing on People

Workforce Demographics

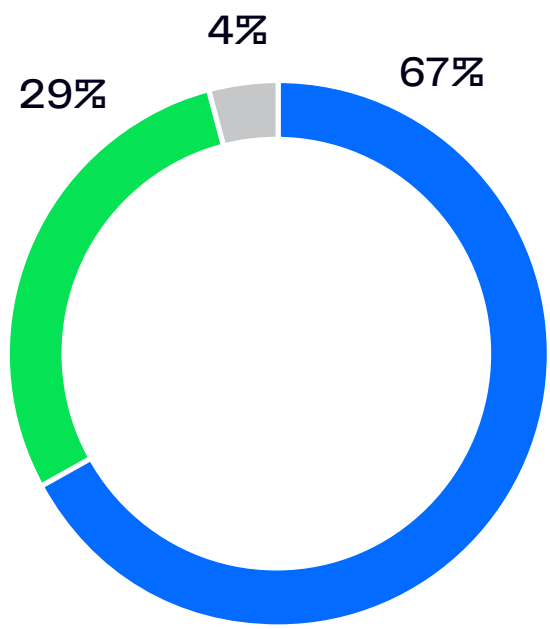
As of December 31, 2023, we employed approximately 17,300 employees, 96% of whom were full-time and 35% of whom were salaried with 65% hourly. Temporary and contingent employees (including interns and co-ops) and contractors accounted for approximately 2,300 additional workers. Approximately 2,500 of our U.S. employees belong to labor unions and approximately 1,000 additional employees are members of international unions or work councils.

Global Employees by Region



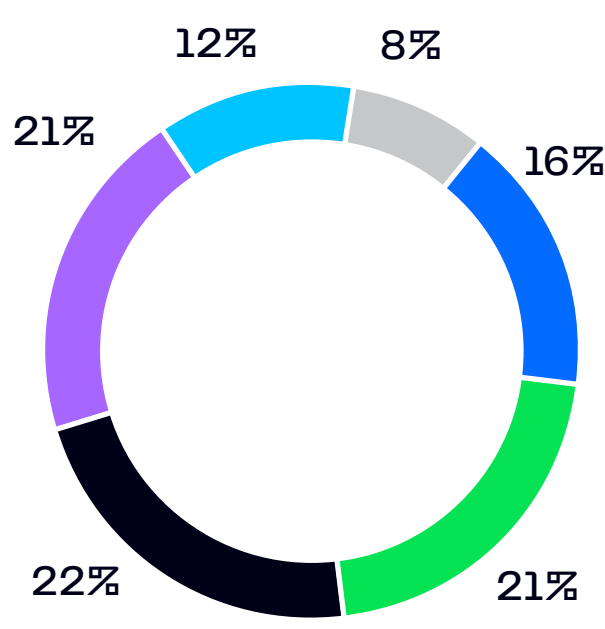
- United States
- Canada or Latin America
- Europe
- Asia Pacific

Global Employees by Gender



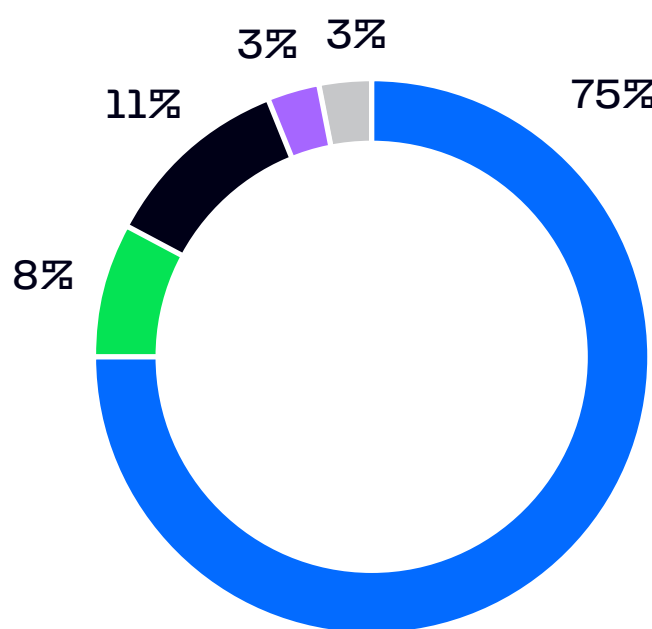
- Male
- Female
- Not disclosed

Global Employees by Age



- Under 30
- 30-39
- 40-49
- 50-59
- 60+
- Not disclosed

U.S. Employees by Race or Ethnicity



- White
- African American/Black
- Hispanic/Latino
- Asian
- All others and not disclosed

17K+
Global employees

96%
Full-time

20%
In labor union or work council

Investing in Our Employees

Brunswick is committed to maintaining our reputation as an employer of choice as a key strategy to drive our continued innovation, growth and profitability. We strive to provide meaningful work, career development, and competitive, well-rounded total rewards to meet the needs of our employees today and into the future.

Talent Development

Our business continues to thrive because of the dedication of our employees around the world. As such, we have developed and maintained programs for our employees to learn, grow and advance within our company, including:

- Function-specific learning and development programs for health and safety, Lean Six Sigma, etc. to expand critical skill sets.
- Formal leadership development programs for both new, first-time supervisors and experienced senior leaders to help develop key management skills.
- Participation in external women’s development programs to enhance the succession bench strength of our rising female leaders.
- Rotational development programs for interns, undergraduate and graduate students to build a talent pipeline in a range of functional areas including finance, operations management and human resources.
- Tuition reimbursement of up to \$5,250 per year to qualified U.S. employees to support pursuit of job-related coursework, degree or diploma programs, non-diploma or degree programs, certification programs, etc.

New Online Learning Resources

During 2023, we began the roll-out of a new enterprise learning resource, Workday Learning, for the delivery and tracking of required training programs, like annual ethics or information security training. During 2024, we will continue to migrate additional programs, such as safety and environmental management training, to Workday Learning as a centralized, enterprise resource for our global training.

Additionally, we incorporated LinkedIn Learning to provide our employees with personalized educational programs. Through our partnership with LinkedIn Learning, employees now have access to over 18,000 online courses and other learning resources developed and taught by a variety of industry experts. Our employees can select courses relevant to their role and explore ways to expand their skills at their own pace.



Employee Engagement

The annual Your Voice: Brunswick Employee Opinion Survey is one of our methods used to measure employee engagement and motivation, support ongoing conversations about what matters most to our workforce, and drive meaningful change. During 2023, the global response rate for our employee engagement survey was 85%, an increase of approximately three percentage points compared to 2022. The employee engagement rate for 2023 was 73%, down slightly from 2022 and consistent with trends across industries reported by our employee engagement vendor. Insights from the survey will be used to develop action plans at the manager, facility, division and enterprise level which we believe will enhance employee satisfaction and positive connections to Brunswick.

Comprehensive Benefits*

Wherever they are in their lives and their careers, we understand that benefits are an important part of our employees’ total rewards program. That’s why we provide a valuable, multi-faceted benefits package that meets the needs of our employees and their families. Our market-competitive financial benefits package includes a 401(k) retirement plan, profit sharing, and a suite of life, accident and critical illness insurance. We also provide a range of programs to support health and well-being including medical, prescription, mental health, dental and vision care, paid time off and other wellness programs. Hybrid and flexible work schedules for salaried staff as well as multiple shift opportunities at several manufacturing locations also provide opportunities for employees to balance work and personal schedules.

* These benefits are specific to the 68% of Brunswick employees working in the United States. Variations in benefits may exist due to union contracts or local laws in locations outside the U.S.

Workplace Recognition

Brunswick was honored to be recognized with 28 employer of choice related awards during 2023.



Mercury Marine in Suzhou, China recognized as Best Employer

Our Mercury Marine team in Suzhou, China was honored with the 2023 Greater Suzhou Best Employer – Best Social Responsibility Award. Since the award’s inauguration in 2014, this is the seventh time that Mercury Marine has received this honor. The award is based on a comprehensive evaluation process of performance in employee relations and fulfillment of corporate social responsibilities.



Focusing on Inclusivity

Brunswick continues to expand its internal diversity and belonging efforts, but also actively supports efforts to increase diversity across the recreational marine and manufacturing industries as well as among boaters in general.

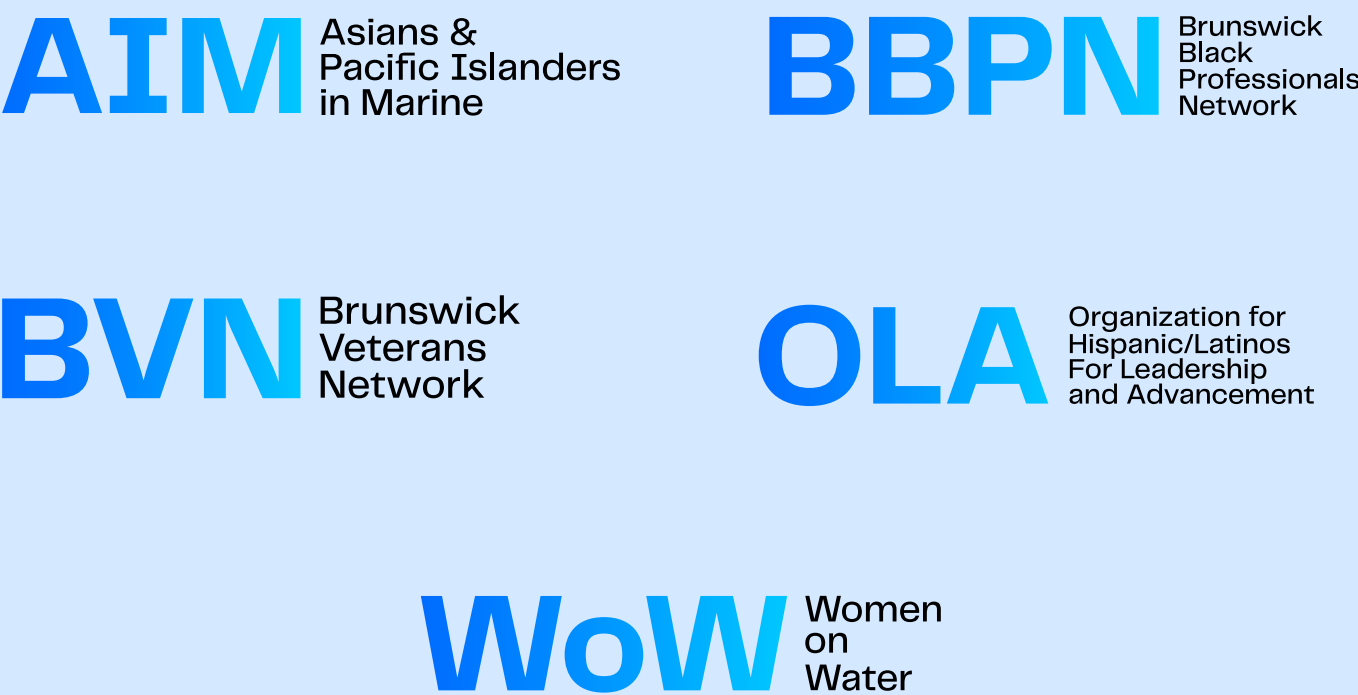
Our Internal Efforts Through Brunswick TIDE

Brunswick TIDE (Together — Inclusion, Diversity, Equity) is our initiative to foster an inclusive workplace where people from all backgrounds can unite to reach their fullest potential. Since 2021, TIDE has grown to be a strategic program that elevates our employee experience through programs that shape our culture, build connections and support employee engagement.

In 2023, the Brunswick Veterans Network (BVN), in conjunction with TIDE, established an internship program for SkillBridge, a program sponsored by the U.S. Department of Defense that provides civilian work experience and a path to employment for transitioning service members. The initiative aims to provide service members with training to become certified marine technicians while providing Brunswick the opportunity to increase veteran hiring. Brunswick is actively recruiting service members to participate as interns at Mercury Marine’s Lake Buena Vista, Florida location.



Brunswick’s Employee Resource Groups (ERGs):

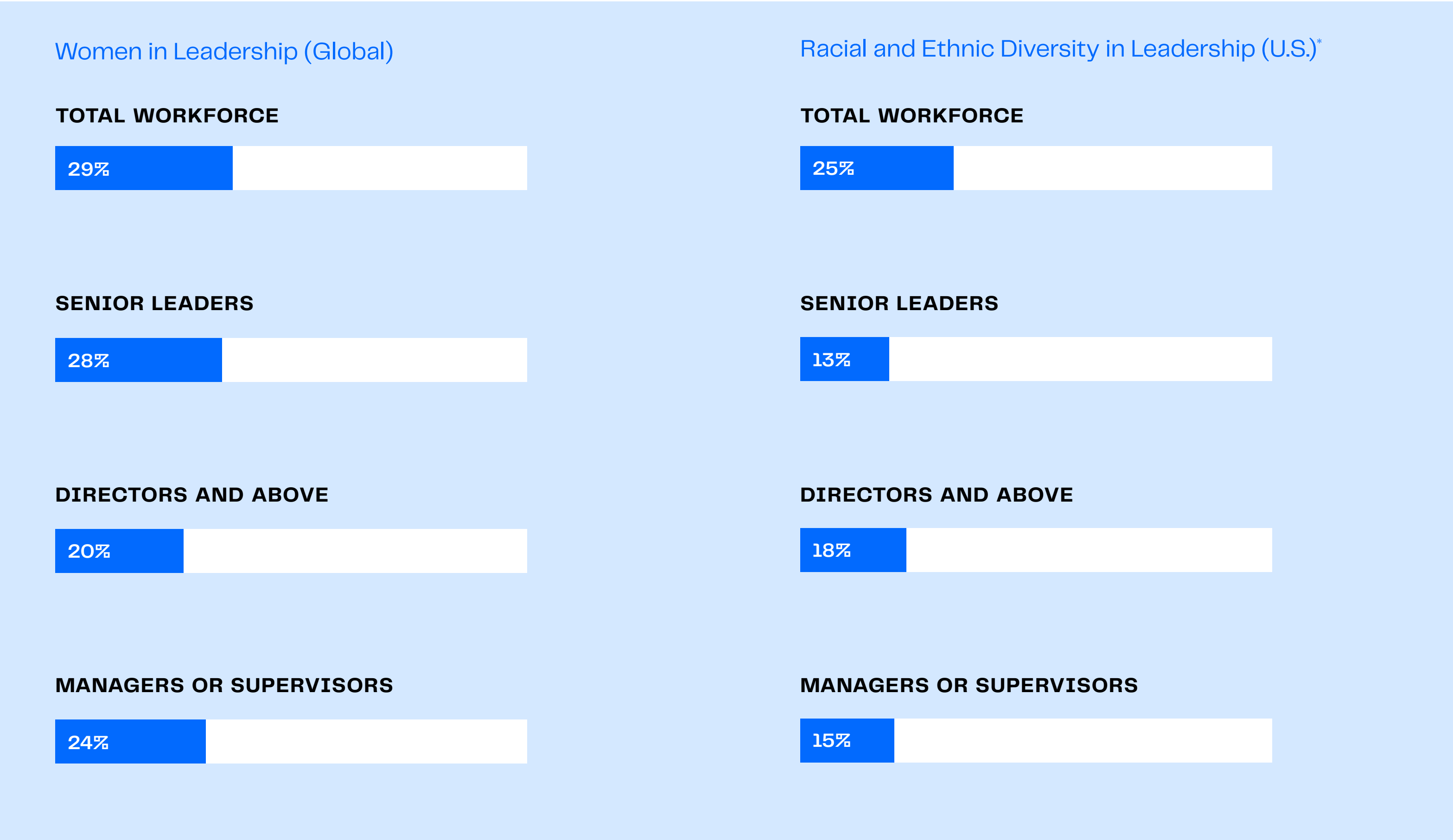


2023 Brunswick TIDE and ERG Accomplishments

10	1K+
events highlighting professional and personal development.	ERG participants, up 100% over 2022.
18	3
experiential activities, commemorative events or cultural programs.	new pipeline programs to support diversity in early career hiring for technical talent.
3	
	new inclusion programs including the United People of Brunswick experience, Inspiring Inclusion Award and the Inclusivity & You learning program.

Our Workforce Progress

During 2023, we continued to focus on expanding the diversity of workforce. Our ratio of gender and ethnic or racial diversity improved or held constant across most management levels.



* U.S. racial and ethnic diversity includes employees who identify as American Indian or Alaska Native; Asian, Black or African American; Hispanic or Latino; Native Hawaiian or other Pacific Islander; or two or more races.



Supporting Women's Leadership in the Marine and Manufacturing Industries

HONORING WOMEN IN THE MARINE INDUSTRY

Brunswick is proud to be an active leader in honoring women in the marine industry. During 2023, we supported recognition events at the Cannes Boat Show, Sydney Boat Show, and the Soundings Trade Only Women in the Industry Summit and Leadership Panel at IBEX. These events brought together Brunswick colleagues, industry representatives, business partners and members of the media to further diversity, equity and inclusion efforts in the marine industry.

SERVING AS INDUSTRY MENTORS

The Soundings Trade Only Women in the Industry Series 1+1 Mentoring Program connects women at the start of their marine careers with established industry leaders. Six Brunswick female leaders connected with up-and-coming marine industry female professionals for virtual, one-on-one mentoring conversations to share insights, expand knowledge and foster personal development and community.

ENCOURAGING DIVERSITY IN FRANCHISE OWNERSHIP

Freedom Boat Club has a strong presence of women owners within the franchise network. Nearly 25% of franchises are owned or co-owned by women, with many serving as mentors to other women owners to help further their success in the recreational marine industry.

Additionally, Freedom Boat Club encourages franchise ownership for military veterans by offering a discount on the initial franchise fee to honorably discharged veterans of the United States Armed Forces and their spouses. Currently, 11% of Freedom Boat Club franchise owners are veterans.

Freedom Boat Club is consistently recognized as a top franchise for culture and diversity. In 2023, Franchise Business Review awarded Freedom five Franchisee Satisfaction Awards, including “Top Franchise for Veterans,” “Top 200 Franchises” and “Best Franchise Culture.”

REPRESENTING THE RECREATIONAL MARINE INDUSTRY

Women on Water (WoW) members attended the 2023 Manufacturing Institute’s Women MAKE Awards in Washington D.C. to support Aine Denari, Brunswick Boat Group President, a 2023 MAKE Award recipient. The Women MAKE Awards recognize women in science, technology, engineering and production careers who exemplify leadership within their companies and the industry.



Supporting Diversity Among Boaters

Looking to the future and emerging boater populations, research indicates new generations of boaters will be increasingly more ethnically diverse, tech savvy and looking for opportunities to participate in outdoor adventures.¹ Brunswick is actively welcoming new populations and supporting access to boating across generations, gender and diverse backgrounds.

EXPANDING ACCESS TO BOATING

As the world’s oldest and largest boat club, Freedom Boat Club takes pride in introducing new members to the boating community. New boaters gain access to a wide range of boats without the commitment to the purchase, maintenance, insurance and storage associated with boat ownership. Members also have access to unlimited classroom and on-water training with certified captains to support safety and confidence for adventures on the water. Freedom Boat Club now has over 400 locations and offers membership options that allow reciprocal use of boats in other locations.

The emergence of boat clubs over the last 30 years has opened the waters to a new segment of boaters. Research from NMMA’s Discover Boating confirms that while boat club members often want to avoid maintenance management and costs of owning a boat, they are committed to boating, going out on the water as frequently as boat owners (15 times a year, on average).²

With low barriers to entry and valet-like service, Freedom Boat Club is well positioned to introduce the next generation boater to on-water experiences. In 2023, Freedom Boat Club members were 34% female (compared to 14% of female boat buyers industry-wide) and 14% were from ethnically diverse populations. Additionally, between 2019 to 2023, diverse ethnicity membership has increased over 300 basis points.

1 “Understanding the Barriers and Opportunities of Next Gen Boaters,” Discover Boating, 2023.
2 “The Impact of Boat Clubs and Rentals on Participation and Ownership,” Discover Boating, 2020.

SUPPORTING BOATING COMMUNITIES

Over Juneteenth weekend of 2023, Freedom Boat Club and TIDE participated in an inaugural Black Boaters Summit in Chicago. The Summit brought together boating enthusiasts, industry leaders and advocates for an event celebrating the city’s Black boating community and to get more people of color out on the water.



Employee Safety

At Brunswick, safety is a continuous pursuit that is embedded in our culture and our day-to-day actions. During 2023, Brunswick again performed better than our peer national average, and we are proud to report zero occupational fatalities occurred over the last 10+ years.

Our Safety Program

Our global safety management system (SMS) is the backbone of our program, designed to align with the ANSI Z10 standard for occupational safety and health management systems, and correlate with globally recognized management system standards such as ISO 9000 Quality Management and Quality Assurance, ISO 14000 Environmental Management and ISO 45001 Occupational Health and Safety.

The SMS is supported by a widely accessible data management system with a multilingual interface that maintains tracking of leading and lagging performance indicators, safety incident information including near-misses, observations, corrective actions and implementation of our safety programs at the facility and division levels.

Additionally, we support the hierarchy of safety controls belief that eliminating hazards and risks is the most effective control measure for safety. We continue to invest in automating tasks, especially those with high physical demand.

Job safety analysis further helps proactively identify the safest way to conduct specific tasks or job operations. Our managers and safety leaders break down work into a sequence of steps, identifying potential hazards, and determining preventive and protective measures to help overcome these hazards. The specific prevention measures are then incorporated into processes, standard work instructions and training materials.

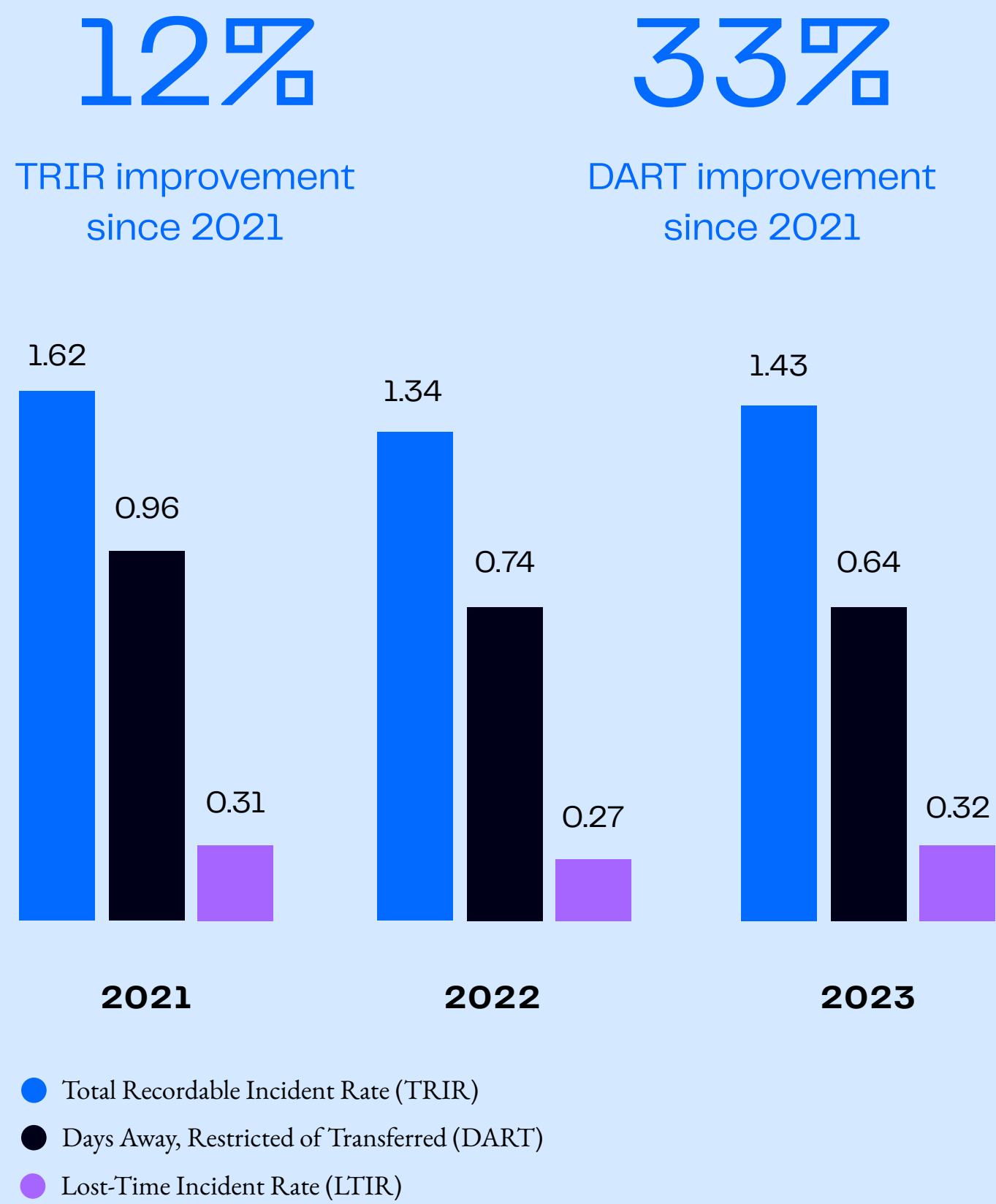
Training for our employees is managed at the facility level, which enables us to provide training content specific to the activities and operations of the facility and specific job functions. We use a combination of online, classroom and hands-on instruction. Training programs are available in multiple languages to ensure our employees understand the content. Beyond formal training programs, safety information is provided to employees regularly through routine production meetings or dedicated safety meetings.

Near Miss Observation Reporting

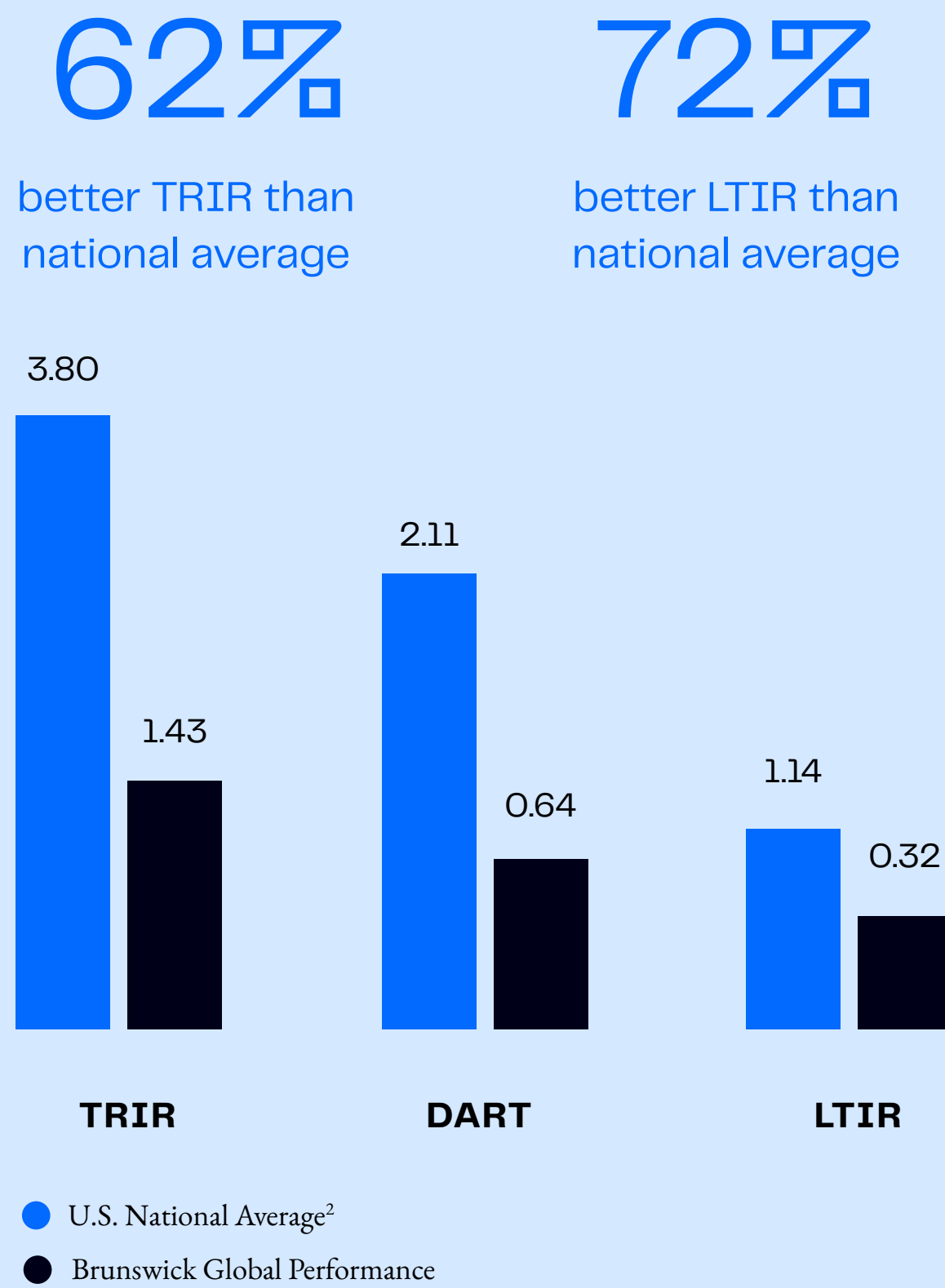
During 2021, we initiated a near miss process at selected locations aimed at driving an injury prevention mindset, and our focus on expanding this program to additional sites continued during 2022 and 2023. A “near miss incident or observation” is an event or condition involving a hazard that has the potential to cause, but does not actually result in, damage, an accident or an injury/illness. We believe that every potential safety incident or condition—no matter how minor it may seem—provides Brunswick with an opportunity to identify potential root causes of safety issues and helps prevent similar future occurrences, thereby protecting team members. To encourage near-miss and observation reporting, Brunswick does not discriminate against team members for reporting work-related incidents, conditions or for filing health, safety and/or environmental complaints. During 2023, more than 3,600 near miss events were reported by our team members, an increase of 40% over 2022. These reported events and observations resulted in numerous safety improvements.



Brunswick's Recordable and Lost-Time Incident Rates¹



Brunswick's 2023 Safety Performance Compared to U.S. National Peer Average



1 All rates are calculated based on 200,000 hours worked. The calculated rates include data from all facilities including data on temporary workers as of December 31.

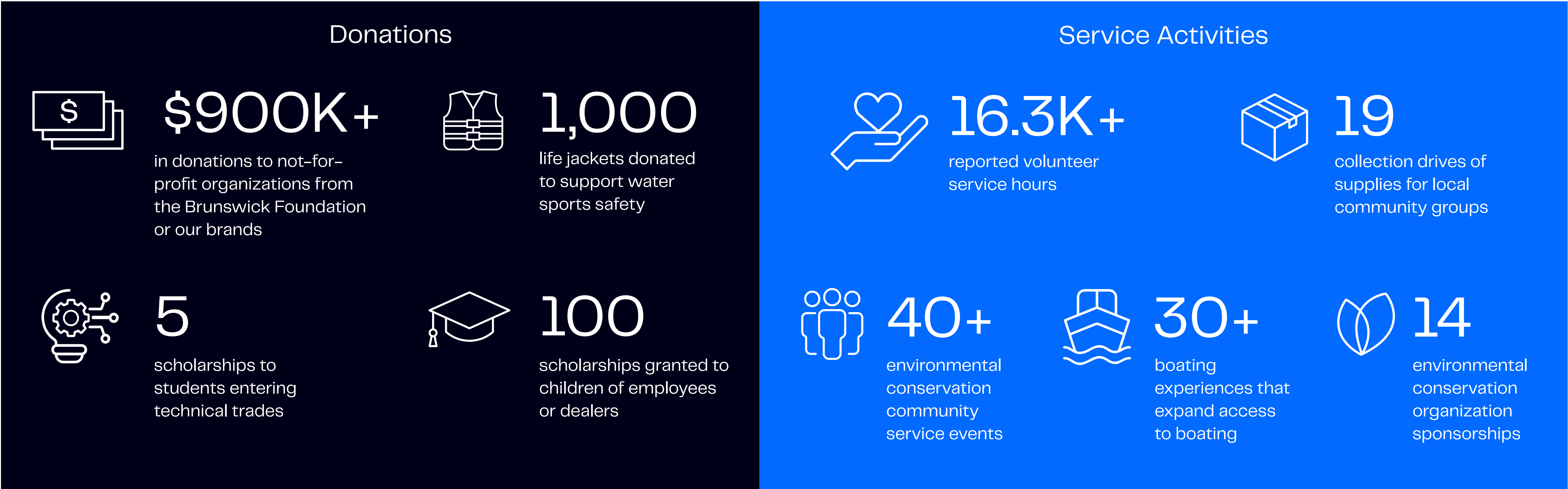
2 Brunswick safety metrics reflect 2023 actual global performance. The U.S. national peer average is based on U.S. Bureau of Labor Statistics (BLS) weighted average safety data from 2022 of 17 NAICS codes, weighted by Brunswick's hours worked by category. BLS data for 2023 was not available at the time of publication.



Supporting Our Communities

Community Support

Brunswick is proud to support dozens of nonprofit organizations around the world that are dedicated to improving local communities, expanding access to recreation on the water and protecting natural environments. Our community support efforts come in a variety of forms including financial or product philanthropy, educational scholarships, volunteer service events, collection drives and promotional partnerships. During 2023, our community participation spread over 18 countries and included:



Our Community Support in Action



Improving our Local Communities

- Mercury Marine provided nearly \$200,000 in donations or sponsorships to approximately 100 nonprofit and not-for-profit local groups in the greater Fond du Lac, Wisconsin area.
- Brunswick’s 2023 Safety Awards provided \$59,000 in funds donated to local charities in honor of safety performance at 17 different facilities.
- For 9/11 Day of Service, a group of 45 Illinois-based employees helped pack 200,000 meals to be distributed by the Greater Chicago Food Depository.
- The 13th consecutive Boston Whaler “Boatload of Backpacks” school supply drive supported four local schools in the Edgewater, Florida community.
- Mercury Marine’s European headquarters provided €25,000 to Live in Color, promoting interculturality and social cohesion programs.



Access to Recreation on the Water

- Brunswick provided boats and volunteers for Vancouver’s 25th annual Boat for Hope Charity event which took 600 special needs children and their families on a pirate-themed boating adventure.
- A donation to the nonprofit Tankproof funded swim classes for 250 kids in underserved communities across the country.
- Freedom Boat Club hosted numerous boating experiences across the U.S. for families with children with health issues or physical disabilities, disabled American veterans and elderly residents in assisted living homes.
- Brunswick’s TIDE team donated funds to the Freedom Waters Foundation in Florida to support disability inclusion in recreational watersports activities and to the Vamos A Pescar program which focuses on expanding fishing and boating in the Hispanic community.



Environmental Conservation

- In honor of World Clean-up Day, 11 teams of Navico Group employees from seven different countries provided 600+ volunteer hours to support beach, park or community clean-up events.
- Mercury Marine and Brunswick Boat Group in Quebec donated a boat to the conservation organization Fondation de la Faune du Quebec to raise money for youth sport fishing programs.
- The Brunswick Foundation donated over \$200,000 to nine environmental conservation-focused organizations including Friends of the Chicago River, Billion Oyster Project, Perry Institute for Marine Science, American Rivers and Alliance for the Great Lakes.
- Mercury Marine supported the Fox Wolf Watershed Alliance with financial donations and volunteers for waterway clean-up events.

Partnerships for Environmental Conservation

Brunswick and its brands serve as promotional or product partners to many organizations and events that are dedicated to protecting and restoring our waterways and the species within them, including the organizations listed below.



Mote Marine Lab & Aquarium

An independent, nonprofit marine research institution in Florida comprised of world-class marine scientists committed to the belief that the conservation and sustainable use of our oceans begins with research and education.



International Fish & Game Association

A nonprofit organization committed to the conservation of game fish and the promotion of responsible, ethical angling practices.



Sea Cleaners Trust

A nonprofit organization committed to preserving New Zealand’s coastline through systematic removal of rubbish and ongoing education regarding responsible waste disposal practices.



Scientific Angler Tagging Tour

A permanent tagging platform based in Spain with the goal to support science, research and the conservation of marine wildlife.



OzFish Unlimited

An Australian not-for-profit dedicated to empowering and supporting recreational anglers in restoring the health of rivers, lakes and estuaries.



Bass Angler Sportsman Society

As the worldwide authority on bass fishing, B.A.S.S. is dedicated to enhancing the sport of bass fishing by advocating for access, conservation and youth fishing.



Billion Oyster Project

Working with community groups around New York Harbor, Billion Oyster Project restores oyster reefs, which provide habitat for hundreds of species and help protect water quality.



Ocean Aid 360's Ghost Trap Rodeo

A Florida nonprofit working internationally on marine habitat restoration, including its Ghost Trap Rodeos, which mobilize boaters to retrieve lost traps, fishing gear and large marine debris.



**Community Service Spotlight:
Freedom Boat Club Tampa**

Our team at Freedom Boat Club in Tampa has a long and proud history of partnering with the local community to educate area residents on environmental concerns as well as providing hands-on support for environmental conservation efforts. During 2023, the team supported 36 unique community organizations, participated in more than 300 service events and contributed approximately 2,700 hours of volunteer service from employees, family, friends or Freedom Boat Club members. Examples of their efforts include educating fourth graders on the importance of sea grass to manatee habitats, providing boats and labor for the removal of abandoned crab traps that needlessly kill wildlife, building vertical oyster gardens that filter coastal waters and volunteering for local clean-up events that have removed more than 18,000 pounds of waste.

In recognition of their contributions to the local community, Freedom Boat Club Tampa has been named:

- 2023 Member of the Year by the Propeller Club International Port Tampa Bay.
- 2023 Above and Beyond Award winner from United States Department of Defense.
- 2023 Keep Florida Beautiful Partner of the Year nominee.
- 2022 Community Partner of the Year by Keep Pinellas Beautiful.
- 2021 Community Partner of the Year by Keep Tampa Bay Beautiful.

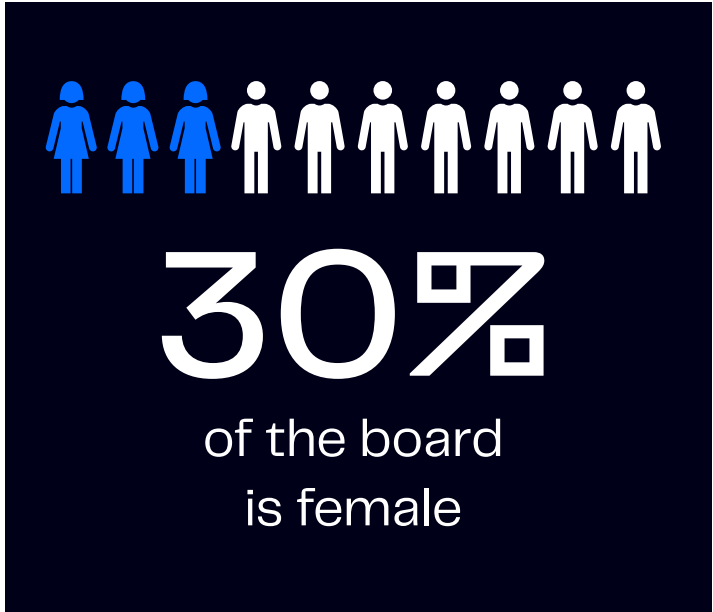
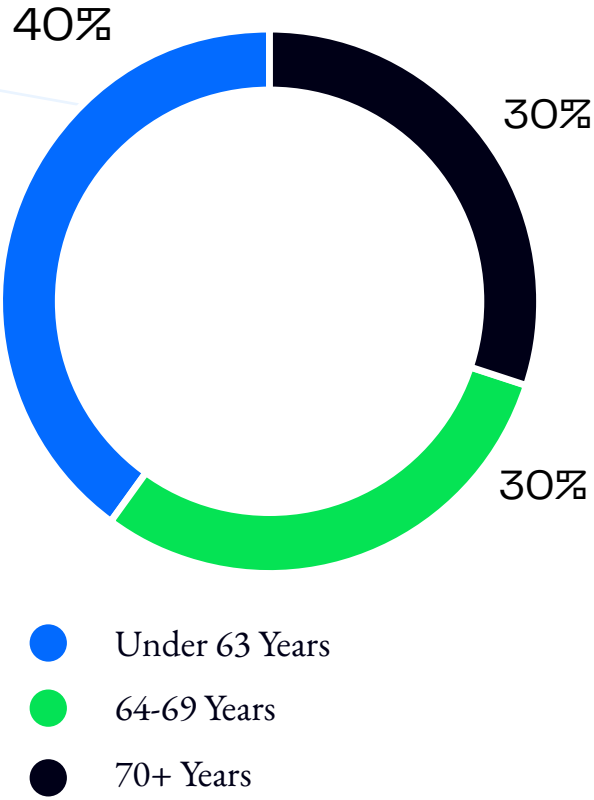


Governance

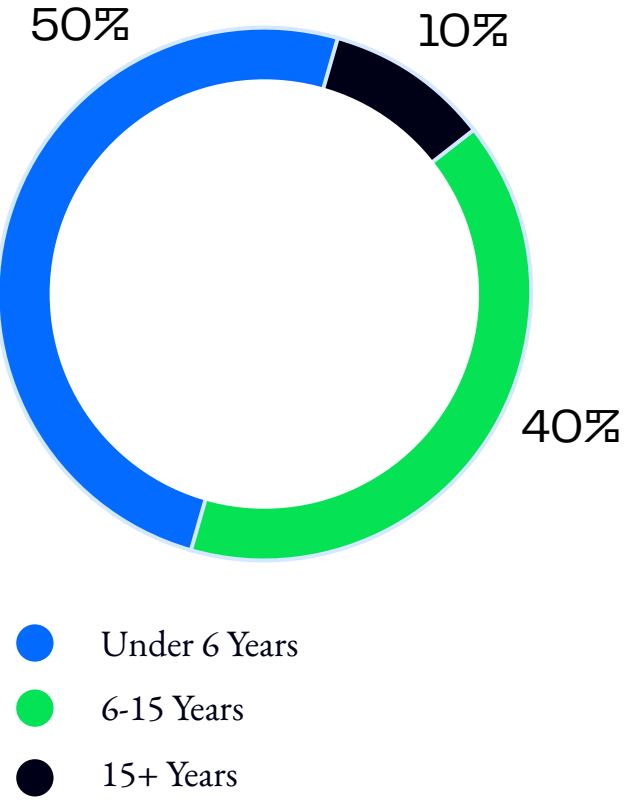
Board and Governance Overview

Board of Directors Overview

AGE DIVERSITY



BOARD TENURE



Governance Best Practices

Our Board of Directors is committed to effective, efficient and transparent oversight of governance obligations in pursuit of creating long-term shareholder value.

BOARD STRUCTURE

- Independent chairperson and committee chairs.
- Annual director elections.
- Focus on diversity of board members and their experience.
- 40% racial, ethnic or gender diversity.
- Annual self-evaluations supplemented by periodic third-party review processes.

POLICIES AND PRACTICES

- Formal principles and practices.
- Majority voting standard for directors.
- Limits on service to outside boards (four total public boards for independent directors and one external board for Brunswick's CEO).
- Mandatory retirement age.
- At least five regular meetings per year.
- Share ownership requirements for directors.
- Rigorous and thoughtful succession planning processes.
- Active shareholder engagement program.

COMPENSATION

- Annual say-on-pay executive compensation vote.
- Pay-for-performance compensation philosophy.
- Share ownership requirements for officers.
- Established clawback policy.
- No hedging or pledging of shares by directors or employees.

Oversight of Sustainability Topics

As part of our best practices for corporate governance, our Board of Directors takes an active position in the development of key environmental and social programs that impact the long-term sustainability of Brunswick. The Board has delegated oversight of specific environmental, social and governance focus areas as illustrated in the table.

	Nominating and Governance Committee	Audit and Finance Committee	Human Resources and Compensation Committee	Full Board
Environmental				
Climate change and greenhouse gas emissions	•			
Environmental management and regulatory compliance	•			
Environmental strategy, reporting, use of data and goals	•			•
Social				
Employee health and safety	•			
Company-wide compensation philosophy			•	
Compensation compliance, risk management and reporting			•	
Diversity, equity and inclusion			•	•
Board succession	•			
Senior management talent planning			•	•
Human capital management and human rights	•		•	
Culture and values				◦
Governance				
Accounting policies, practices and reporting		•		
Ethics compliance program and the Code of Conduct	•	•		
Enterprise risk management		•		•
Supply chain management				•
Cybersecurity and data privacy	•	•		•
Shareholder rights and corporate bylaws	•			◦
Board composition and diversity	•			◦

• Regularly scheduled topic for the Board

◦ As needed review by the Board

Management of Enterprise Risks

Brunswick's Enterprise Risk Management Process

Under the leadership of the Vice President, Internal Audit and independent of business lines, Brunswick maintains an enterprise risk management (ERM) process that broadly encompasses all strategic, financial, operational and compliance risks facing the Company, including those that are linked to sustainability. During 2023, Brunswick advanced its ERM process to leverage a digital tool that enables a more efficient and systematic approach to the identification, prioritization, communication and management of enterprise risk.

Under the new process, more than 50 different broad categories of business risks were evaluated by key leaders and subject matter experts from across the enterprise. As part of the process, the individuals were provided training and education on Brunswick's enterprise risk process, our framework for risk management, and the Company's shared definitions for risk impact and likelihood. Leveraging a digital ERM tool, the team completed surveys regarding potential risks providing qualitative and quantitative data which resulted in a visual depiction of risks. Risk workshops with the senior leadership team served to improve the assessment process, further validate the risks, detail the business response strategies and align resources for the management of action plans. Identified risks and actions plans were reviewed by the Audit and Finance Committee as well as the Board of Directors.

Action plans and mitigations identified from the process will be integrated into the Company's ongoing processes for auditing, annual budgeting, multi-year strategic planning, product development and product management. Using the improved ERM process, Brunswick's Internal Audit function will continue to conduct its risk analysis twice per year,

including the risk assessment surveys, risk workshops and Audit and Finance Committee review.

At the Board level, we believe that all our directors have experience overseeing risk based on their prior professional experience and as part of

their ongoing Brunswick Board of Directors responsibility. Additionally, the Board is routinely provided information and education on emerging risks and corporate risk management by both internal and external experts.

Oversight of Climate Change–Related Matters	
Board of Directors	<ul style="list-style-type: none">Responsible for oversight and strategic direction of responses to climate change (biannual updates).
Nominating and Corporate Governance Committee	<ul style="list-style-type: none">Reviews policies, plans and progress on a routine basis (at least quarterly).
Executive Leadership Committee	<ul style="list-style-type: none">Oversees strategic direction of climate-related business practices and policies.Assesses results and implications of climate-related performance assessments and risk analysis.Approves environmental sustainability-related goals, policies, financial plans and major initiatives.Manages the progress of strategic plans related to climate change on a quarterly basis.
Chief Sustainability Officer	<ul style="list-style-type: none">Oversees materiality assessments, climate scenario analysis and risk assessments.Manages enterprise-wide climate data and reporting.Evaluates corporate policies related to climate change.Drives accountability among business divisions.
Enterprise Sustainability Council (monthly)	<ul style="list-style-type: none">Recommends enterprise and division performance targets.Coordinates alignment with divisions.Reports on routine progress toward goals.Shares best practices and insights across the Company.
Business Divisions	<ul style="list-style-type: none">Identifies and evaluates division-specific operational or product risks and opportunities linked to environmental sustainability.Integrates sustainability performance targets, key initiatives and risk mitigation into division strategies, financial planning and operational processes.Executes sustainability-related opportunities or initiatives.

Ethics in Action

At Brunswick, our commitment to the highest ethical standards is the cornerstone of our business, enabling us to drive innovation both on and off the water and continuing to propel our success. Acting with integrity – doing the right thing – is at the heart of how we conduct business and engage with our stakeholders every day. As an organization, our steadfast dedication to making the right choices empowers us to define principled goals that encourage meaningful growth and have a positive impact on the industry.

Our Code of Conduct: The Integrity Playbook

Having consistent values and principles is integral to maintaining the highest standards of ethical conduct. Our Integrity Playbook sets forth our commitment to ensuring that integrity anchors all our actions. Available in multiple languages, the code of conduct helps all team members think broadly about risks and opportunities, provides practical guidance to help them navigate both routine and complex situations, identifies internal policies and resources for further information, and, most importantly, translates our ethics expectations into actionable, easy to understand steps. Where necessary and appropriate, our Integrity Playbook also can apply to third-party representatives, including independent contractors, consultants, agents and joint venture partners.

Integrity Anchors All Our Actions: 12 Principles of the Integrity Playbook

- 1

We protect our workforce and make health and safety our top priority.
- 2

We celebrate and respect diversity in the workplace.
- 3

We make fair employment decisions.
- 4

We contribute to a safer environment and enhance the well-being of our communities.
- 5

We conduct business with integrity by competing fairly and maintaining accurate records.
- 6

We design and manufacture safe and quality products.
- 7

We follow applicable laws.
- 8

We never bribe.
- 9

We avoid conflicts of interest.
- 10

We safeguard our assets, information and intellectual property.
- 11

We maintain confidentiality and appropriately communicate information.
- 12

We take responsibility for our actions to maintain a strong ethical culture and our reputation.

Training, Education and Awareness

Ethics and compliance related training is critical to ensuring our workforce and our Board of Directors are aware of ethics and compliance risks, understand our expectations and are equipped with knowledge on how to respond to key scenarios. In 2023, all Board members completed Brunswick’s Integrity Playbook training, and the Board will continue to receive regular training sessions to support them in their oversight of the Ethics and Compliance Program.

Each year, we launch several multi-lingual e-learning opportunities for salaried employees. On average, our formal, online training courses obtain a completion rate of at least 96% or higher. We also provide other learning opportunities for our employees including microlearning posters or infographics, interactive case studies or ethics activities and in-person classroom training.

We also introduce all new salaried and hourly employees to the Integrity Playbook during onboarding and require written acknowledgment that each employee has read and understands the Playbook. Additionally, all salaried hires complete a New Hire Curriculum training program which provides an overview of Brunswick’s Ethics Program and promotes our “speak-up” culture, including by detailing the various ways to raise or report concerns.

For our hourly employees who do not have regular on-the-job access to a computer, we leverage other unique learning modalities to raise awareness and provide information on key ethics and compliance topics within the flow of work. That programming includes infographics, posters, worksheets and other materials that can be easily accessed and distributed throughout a location by our network of Ethics Counselors, our in-person, on the ground link between the Ethics Office and their respective locations, divisions and/or regions and local leadership.

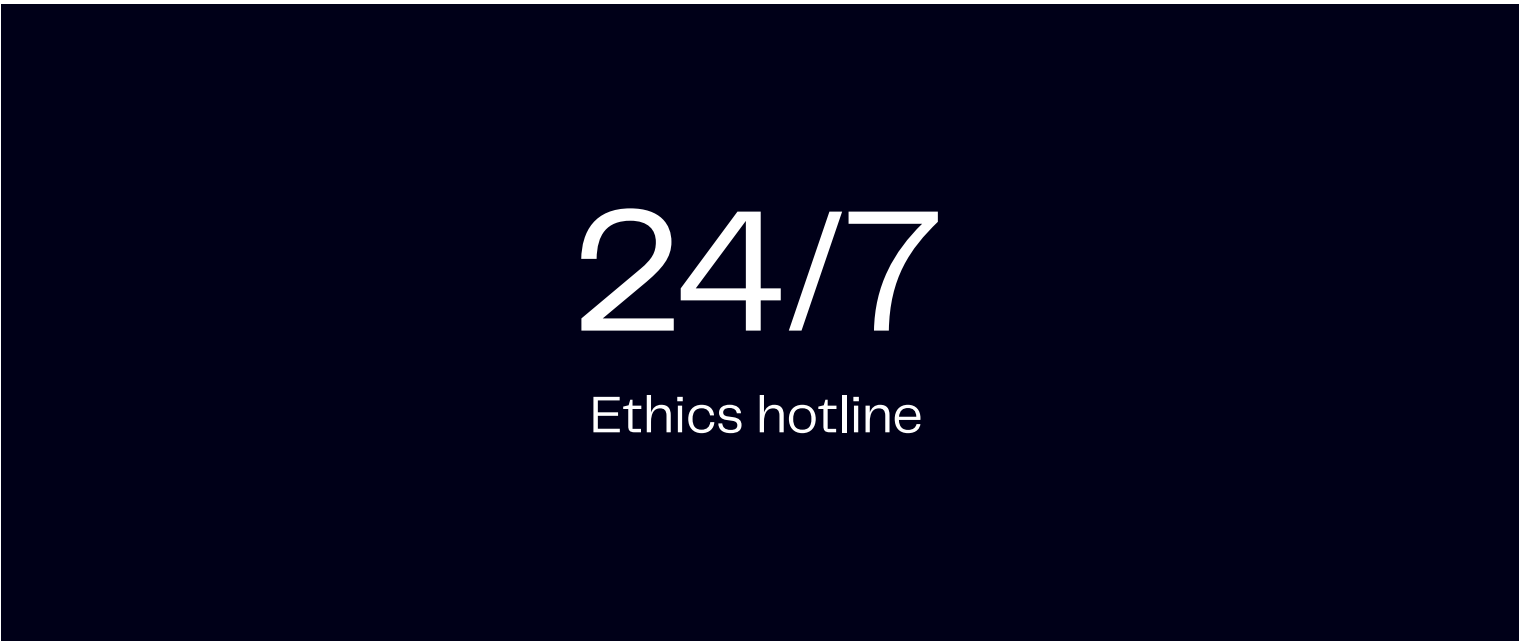
Finally, every June, we celebrate our highly anticipated “Ethics Month,” reinforcing our commitment to our ethical culture through a month-long celebration that engages the enterprise and provides opportunities for our employees to participate in an array of ethics-related activities and learn more about the Ethics Program.

Supporting a Speak-up Culture: Reporting and Investigations

We maintain a 24/7 multilingual Ethics Hotline available via telephone and online at www.bcethics.com. The hotline supports our “speak-up” culture which encourages employees and third parties to raise genuine concerns including those regarding accounting and financial reporting, business integrity, HR, diversity and respect, health and safety and misuse or misappropriation of Company assets. Anonymous reporting is available where legally permitted and all reports are handled confidentially and investigated appropriately. Brunswick prohibits retaliation, including harassment, termination, other adverse action or the threat of adverse action against an employee who submits a good faith concern or who participates in a Company investigation, regardless of whether the allegation is proven to be true.

Our commitment to upholding ethical standards is demonstrated by our recognition through the following awards:

- Newsweek: America's Most Trustworthy Companies 2023
- Newsweek: World's Most Trustworthy Companies 2023
- Newsweek America's Most Responsible Companies 2024



Ethics Program Enhancements

In 2023, we developed and adopted a holistic strategic action plan that identified key execution priorities and enhancement opportunities to strengthen our organizational integrity and accountability. Our strategy is focused under four main pillars: Assess, Plan, Measure and Inform. Those pillars guide efforts to have the best available insights on a continual basis, to remain ahead of emerging ethical challenges and to proactively address issues or regulatory shifts. Additionally, in 2023, we executed key program enhancements, including:

- Launched an Ethical Pulse Survey to solicit valuable employee feedback to evaluate program efficacy and reach.
- Developed a comprehensive discussion guide for people managers to integrate ethics and integrity into annual performance reviews.
- Introduced new, dynamic training material leveraging micro-campaigns and interactive learning opportunities, transforming ethics training into an engaging and accessible experience for all employees.
- Strengthened our presence through scheduled site visits and delivered targeted, in-person training sessions.
- Collaborated with a third-party vendor to assess and enhance our training program compared to U.S. Department of Justice guidelines and industry peers.

Our Commitment to Human Rights

Brunswick is a signatory to the United Nations Global Compact and reinforces its stance in a standalone [Human Rights Policy](#). Employees who work for Brunswick do so of their own free will, in a safe and healthy environment. We strictly prohibit discrimination, modern slavery and child

labor, and implement controls and protections to avoid such activities. We provide safe, productive and suitable working conditions at all our facilities and provide fair wages. The Brunswick [Supplier Code of Conduct](#) similarly requires all suppliers, vendors and other third parties with whom we do business to comply with and adhere to our standards of conduct. We also respect the rights of our employees to freely associate and bargain collectively in accordance with applicable laws and the customs of the countries in which they are employed.

Key Ethics and Compliance Policies:

1. [Brunswick’s Integrity Playbook: Ethics in Action](#)
2. [Code of Ethics for Senior Financial Officers and Managers](#)
3. [Whistleblower Policy](#)
4. [Conflict of Interest Policy](#)
5. [Related Person Transactions Policy](#)
6. [Insider Trading and Unauthorized Disclosures](#)
7. [Human Rights Policy](#)
8. [Supplier Code of Conduct](#)
9. [Conflict Minerals Policy](#)
10. [Anti-Corruption and Anti-Bribery Policy](#)
11. Antitrust and Fair Competition Policy¹
12. Gifts and Entertainment Policy¹



Supply Chain Management

Brunswick’s commitment to exceptional execution relies on the thousands of suppliers supporting our manufacturing capabilities and business needs. The quality and safety of our products and the resiliency of our business is tied to the sustainability of our supply chain, and that’s why Brunswick’s strong relationships with these partners are fundamental to the way we do business.

Brunswick’s [Supplier Code of Conduct](#) sets core business principles and practices and we expect our suppliers worldwide to adhere to this Code. In addition to the enterprise Supplier Code of Conduct, Brunswick’s divisions may also maintain their own supplier quality manuals. The Company also maintains the right to conduct on-site audits of its suppliers or provide training as necessary.

Our Supplier Management Process

Brunswick’s business divisions manage our supply chains to ensure strategic alignment with operational goals. Some of the key priorities for supply chain management include product quality, delivery, cost and sustainability.

Most suppliers receive performance reports on a routine basis. Critical suppliers – based on spend and/or a product’s importance in the manufacturing process – are met with on a quarterly basis to evaluate performance indicators and business trends.

We also continually focus on the resiliency and diversification of our supply chains, ensuring supply chain availability and identifying additional sources for critical supplies.

Potential new suppliers must undergo a validation and approval process based on risk-based surveys and audits by the Company. Focus areas for potential supplier audits include compliance with applicable laws, regulations, industry standards and quality processes. Following the audit, new suppliers may also be subject to on-site inspections, onboarding training and/or product quality validation processes.

Brunswick ensures all supply chain employees are trained in ethical business conduct and compliance-related matters, which may include the risks of doing business in high-risk countries and/or with high-risk trading partners.

Conflict Minerals

Brunswick’s supply chain management is focused on eliminating the use of key minerals whose extraction or trade supports conflict in the Democratic Republic of Congo or adjoining countries and associated inhumane treatment of individuals. Brunswick partners with Assent Compliance to annually manage reasonable due diligence across our supply chain to identify any products supplied to us that contain conflict minerals. Our [Conflict Mineral Policy](#) and annual [Conflict Minerals Report](#) can be found on Brunswick’s Policies and Practices webpage.

Modern Slavery and Human Rights

As reflected in our Supplier Code of Conduct, Brunswick expects all suppliers to uphold local laws and follow International Labour Organization (ILO) standards. We do not tolerate child labor, forced labor or human trafficking in our supply chain. We expect suppliers to provide safe and healthy working conditions and to foster an inclusive work environment that is free of harassment and discrimination. Furthermore, Brunswick strives for ongoing compliance with annual disclosure requirements related to modern slavery, as required by law.

Reporting Supply Chain Concerns

Concerns related to supplier behavior and supply chain management can be reported to any member of our supply chain management team, Brunswick’s General Counsel or anonymously via Brunswick’s Ethics Hotline. Managed by a third party, the 24/7 multilingual hotline is available via telephone and online at www.bcethics.com to Brunswick employees and other stakeholders.

Information Security and Data Privacy

In today’s modern world, strong information security is essential for business operations, compliance and brand protection. We are committed to an information security strategy and program that follows constantly evolving best practices while focusing protection efforts across the realms of people, processes and technology.

Best Practices

- Policies and procedures for information security and data protection, including expectations for all team members as defined in Brunswick’s Integrity Playbook.
- Comprehensive security administrative and technical safeguards designed to prevent and detect unauthorized access.
- Continuous threat monitoring of infrastructure and systems, including vulnerability scans and analyses.
- Mandatory annual cybersecurity, data protection and privacy training for all employees with Brunswick access.
- Monthly employee awareness campaigns and simulated phishing attempts for employees who have a company computer.
- Ransomware training and immersive cybersecurity tabletop experiences for executive leadership.
- Advanced analytics platforms to detect potential security threats (behavioral and trend analysis).
- Implementation of formal continuity and business recovery procedures.
- Partnerships with leading cybersecurity firms, including performance of an annual breach assessment.

Oversight of Information Security and Data Governance

Our data privacy and information security programs are led by a dedicated Chief Information Security Officer who works in coordination with Information Technology, Legal and Internal Audit, among other teams across the organization. Oversight of the program is provided by the executive management team as well as the Board of Directors. We leverage a Digital Risk Governance Council to ensure alignment across all our businesses and geographies. Furthermore, we follow the National Institute of Standards & Technology Cybersecurity Framework and seek to operate in compliance with the European General Data Protection Regulation and other regional and state regulations.

93%

Completion rate for data privacy and cybersecurity trainings among salaried staff in 2023



Public Policy Engagement

Government Relations

Brunswick works directly and indirectly with governments on a routine basis to support the recreational marine industry and boating safety. Our commitment to high levels of ethical standards is important in these relationships to maintain the strong image of our brands and support our reputation of integrity.

Our government relations and public policy activities most often focus on educating and informing government officials on a range of topics that may impact our industry and customers we serve. These efforts are conducted under the oversight of the Vice President of Corporate Communications, Public Affairs and Global Public Relations, who is a member of our senior management team. Oversight for our public policy engagement is guided by the Government Affairs Committee, which includes our CEO and several members of the executive leadership team.

We conduct such activities in accordance with the Company’s code of conduct as well as the Company’s anti-corruption policies. Brunswick does not make direct corporate contributions to candidates seeking elected offices in the United States or abroad. Additionally, the Company does not make contributions to support communications related to political campaigns or ballot initiatives.

Brunswick’s Integrity Playbook also requires that personal political activities be conducted on our employees’ own time, at their expense and in compliance with applicable laws. Employees should never imply that their time, resources or financial contributions are from or endorsed by Brunswick.

Trade Associations

Brunswick and its leaders are members of numerous trade associations as part of our normal course of business. We support such associations for a wide range of reasons, including access to insights and research on new technologies, materials, processes, etc.; opportunities for training and development for our team members; networking opportunities within specific industries; monitoring of trends relevant to our business and advocating for the recreation and recreational marine industry or other topics relevant to our business. Among other organizations, we maintain active memberships with the trade associations which conduct lobbying and advocacy activities, such as the National Association of Manufacturers, National Marine Manufacturers Association, Consumer Technology Association, Aluminum Association and European Boating Industry.

Conservation Organizations

Brunswick and its divisions also contribute to numerous conservation organizations with links to the recreational marine industry. We support such organizations to monitor trends relevant to our business; to advocate for the recreation and recreational marine industry or other topics relevant to our business; to provide networking opportunities and to promote conservation of waterways and marine life.

Political Action Committee

Certain qualified U.S. employees are invited to make contributions to BoatPAC, the political action committee of the National Marine Manufacturers Association and Marine Retailers Association, which champions issues of importance to the U.S. recreational boating community.





Appendix

Brunswick Brand Portfolio

<div>Mercury – Propulsion + Engine Parts & Accessories</div>	<div>Navico Group – Power Systems + Electronics</div>	<div>Brunswick – Boat Group</div>	<div>Brunswick – Shared Access + Services</div>
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About This Report

This is Brunswick’s fifth annual sustainability report and represents the entire enterprise. It was published in May 2024 and is available in digital format at www.brunswick.com. Sustainability-related topics are also reflected in our Annual Report and Proxy Statement. These documents are published at <https://www.brunswick.com/investors/sec-filings>.

We are committed to expanding our reporting coverage and transparency over time. This report is prepared with reference to the GRI Standards. Unless otherwise indicated, we generally provide data and information for year 2023 and compare it to the year 2022.

Energy, environmental and climate data presented throughout the report covers all major Company operations but may exclude administrative offices or smaller international facilities of Freedom Boat Club marina locations, which are estimated to be small contributors to our environmental footprint. During 2023, Brunswick improved the methodology for estimating the Company’s carbon footprint. The new approach includes increased use of primary data from value chain partners and a more complete view of facilities and business activities. Given this progress, 2022 baseline was reset for Scope 1, Scope 2 and Scope 3 emissions to align with the new reporting boundaries and methodology used for 2023 estimations.

Brunswick’s global energy data and Scope 1, 2, and 3 greenhouse gas emissions received limited assurance verification in accordance with ISO 14063-4: 2019 by the third-party firm Keramida. Other key data and processes in this report have been reviewed by the Company’s internal audit organization.

For questions or comments about this report, please contact Sustainability@Brunswick.com.

Forward-Looking Statements

Certain statements in this report are forward-looking statements as defined in the Private Securities Litigation Reform Act of 1995. Forward-looking statements are based on current expectations, estimates, and projections about Brunswick’s business and by their nature address matters that are, to different degrees, uncertain. Words such as “may,” “could,” “should,” “expect,” “anticipate,” “project,” “position,” “intend,” “target,” “plan,” “seek,” “estimate,” “believe,” “predict,” “outlook” and similar expressions are intended to identify forward-looking statements. Forward-looking statements are not guarantees of future performance and involve certain risks and uncertainties that may cause actual results to differ materially from expectations as of the date of this news release. These risks include, but are not limited to: the effect of adverse general economic conditions, including rising interest rates, and the amount of disposable income consumers have available for discretionary spending; changes in currency exchange rates; fiscal and monetary policy changes; adverse capital market conditions; competitive pricing pressures; higher energy and fuel costs; managing our manufacturing footprint and operations; loss of key customers; international business risks, geopolitical tensions or conflicts, sanctions, embargoes, or other regulations; actual or anticipated increases in costs, disruptions of supply, or defects in raw materials, parts, or components we purchase from third parties; supplier manufacturing constraints, increased demand for shipping carriers and transportation disruptions; adverse weather conditions, climate change events and other catastrophic event risks; our ability to develop new and innovative products and services at a competitive price; our ability to meet demand in a rapidly changing environment; absorbing fixed costs in production; public health emergencies or pandemics, such as the

coronavirus (COVID-19) pandemic; risks associated with joint ventures that do not operate solely for our benefit; our ability to successfully implement our strategic plan and growth initiatives; attracting and retaining skilled labor, implementing succession plans for key leadership, and executing organizational and leadership changes; our ability to integrate acquisitions and the risk for associated disruption to our business; our ability to identify, complete, and integrate targeted acquisitions; the risk that restructuring or strategic divestitures will not provide business benefits; maintaining effective distribution; dealers and customers being able to access adequate financing; inventory reductions by dealers, retailers, or independent boat builders; requirements for us to repurchase inventory; risks related to the Freedom Boat Club franchise business model; outages, breaches, or other cybersecurity events regarding our technology systems, which have affected and could further affect manufacturing and business operations and could result in lost or stolen information and associated remediation costs; our ability to protect our brands and intellectual property; changes to trade policy and tariffs; an impairment to the value of goodwill and other assets; product liability, warranty and other claims risks; legal, environmental and other regulatory compliance, including increased costs, fines and reputational risks; changes in income tax legislation or enforcement; managing our share repurchases; and risks associated with certain divisive shareholder activist actions. Additional risk factors are included in the Company’s Annual Report on Form 10-K for 2023 and in subsequent Quarterly Reports on Form 10-Q. Forward-looking statements speak only as of the date on which they are made, and Brunswick does not undertake any obligation to update them to reflect events or circumstances after the date of this news release.

Alignment with United Nations Sustainable Development Goals

The United Nations (UN) Sustainable Development Goals (SDGs) serve a global call to action to actively respond to the most significant challenges facing our planet. As a signatory to the UN Global Compact and its commitment to addressing the SDGs, Brunswick recognizes the importance of these global issues and acknowledges that we play a role in improving quality of life and sustainable economic development. We see close alignment of our business activities with the UN SDGs noted below.

Good Health and Well-Being

Brunswick’s comprehensive employee benefits support and encourage health and well-being in the workplace and at home. Additionally, our robust occupational health and safety practices focus on providing safe working conditions for employees in every facet of our operations.

3

GOOD HEALTH AND WELL-BEING

Gender Equality

Brunswick is committed to empowering, supporting and providing equitable opportunities for women and girls in our workforce. Women make up one-third of our Executive Officers and 29% of our total global workforce.

5

GENDER EQUALITY

Affordable and Clean Energy

Brunswick helps to reduce the use of fossil energy by supporting renewable energy projects. Our efforts include solar arrays on five of our facilities and two power purchase agreements for new solar energy installations.

7

AFFORDABLE AND CLEAN ENERGY

Decent Work and Economic Growth

As a recognized employer of choice, we support economic and workforce development around the world. Our workforce policies and practices promote the safety of our employees and encourage diversity, equity and inclusion.

8

DECENT WORK AND ECONOMIC GROWTH

Responsible Consumption and Production

We strive to manage our operations and make our products more sustainable. We manage chemicals in compliance with applicable regulations and seek alternatives when possible. Our use of life cycle assessment in product development enables us to identify opportunities for conserving resources. We encourage sustainability in our supply chain and we report annually on our sustainability progress.

12

RESPONSIBLE CONSUMPTION AND PRODUCTION

Climate Action

We are committed to operating sustainably and being part of the global response to climate change. We share the view of the Intergovernmental Panel on Climate Change (IPCC) that climate-related risks can be limited by the acceleration and effectiveness of technological innovation, changes to behavior and policies and investments that encourage mitigation and adaptation. We have adopted practices to reduce emissions across our operations.

13

CLIMATE ACTION

Life Below Water



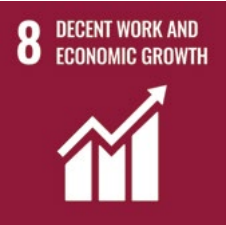






As a company with deep ties to our planet’s waterways, we are committed to complying with all environmental regulations. We also actively support organizations focused on marine research, conservation and pollution prevention. Additionally, our products enable small-scale anglers to access and develop their trade.

14

LIFE BELOW WATER

Materiality Assessment and SDG Alignment with Strategy

The following table maps our sustainability strategic framework with priority topics from our materiality assessment and related UN Sustainable Development Goals.

Strategy Pillar	Priority Topic	Specific Objectives	UN SDG		
Engaging People	<ul style="list-style-type: none">Talent attraction and retention.Diversity, equity and inclusion.Employee safety and health.	<ul style="list-style-type: none">Maintain an industry-leading safety record.Address key employee engagement survey topics.Continue strategic focus on attracting and retaining talent as well as fostering diversity and inclusion.Lead the industry in boater inclusivity and accessibility.			
Innovating Products	<ul style="list-style-type: none">Product innovation and quality.Climate mitigation.Diversity, equity and inclusion.Supply chain sustainability and resiliency.	<ul style="list-style-type: none">Leverage life cycle assessment and supplier partnerships to improve product sustainability.Continue pursuit of innovations for sustainable boating:<ul style="list-style-type: none">Further internal combustion and vessel-level efficiency.Expansion of electric marine propulsion.Support adoption of sustainable marine fuels.			
Operating Sustainably	<ul style="list-style-type: none">Environmental compliance.Climate mitigation.	<ul style="list-style-type: none">30% reduction in Scope 1 and Scope 2 emissions by year-end 2025 (2022 baseline).60% of electricity from renewable sources by year-end 2025.Achieve zero waste to landfill from operations at 45 facilities by 2030.Maintain a strong environmental compliance program.			
Conserving Our Waterways	<ul style="list-style-type: none">Marine and freshwater conservation.	<ul style="list-style-type: none">Prioritize water-based conservation in philanthropic efforts.Encourage corporate volunteerism aligned with water protection efforts.			

TCFD References

Governance	Recommended Disclosure	Reference
Disclose the organization’s governance around climate-related risks and opportunities.	Describe the board’s oversight of climate-related risks and opportunities.	Management of Enterprise Risks, page 47 CDP Climate Change Questionnaire 2023 C1.1a and C1.1b
	Describe management’s role in assessing and managing climate-related risks and opportunities.	Management of Enterprise Risks, page 47 CDP Climate Change Questionnaire 2023 C1.2
Strategy	Recommended Disclosure	Reference
Disclose the actual and potential impacts of climate-related risks and opportunities on the organization’s businesses, strategy and financial planning where such information is material.	Describe the climate-related risks and opportunities the organization has identified over the short, medium and long-term.	CDP Climate Change Questionnaire 2023 C2.2a, C2.3a
	Describe the impact of climate-related risks and opportunities on the organization’s businesses, strategy and financial planning.	CDP Climate Change Questionnaire 2023 C2.3a, C2.4a, C3.3, C3.4
	Describe the resilience of the organization’s strategy, taking into consideration different climate-related scenarios, including a 2°C or lower scenario.	CDP Climate Change Questionnaire 2023 C2.3a, C2.4a, C3.3, C3.4
Risk Management	Recommended Disclosure	Reference
Disclose how the organization identifies, assesses and manages climate-related risks.	Describe the organization’s processes for identifying and assessing climate-related risks.	CDP Climate Change Questionnaire 2023 C2.2 and C2.2a
	Describe the organization’s processes for managing climate-related risks.	CDP Climate Change Questionnaire 2023 C2.1a, C2.1b, C2.2 and C2.2a. 2.3a
	Describe how processes for identifying, assessing and managing climate-related risks are integrated into the organization’s overall risk management.	Management of Enterprise Risks, page 47 CDP Climate Change Questionnaire 2023 C2.2, C2.3a
Metrics and Targets	Recommended Disclosure	Reference
Disclose the metrics and targets used to assess and manage relevant climate-related risks and opportunities where such information is material.	Disclose the metrics used by the organization to assess climate-related risks and opportunities in line with its strategy and risk management process.	Greenhouse Gas Emissions, pages 20-24 CDP Climate Change Questionnaire 2023 C4.2, C4.2a and C4.2b
	Disclose Scope 1, Scope 2 and, if appropriate, Scope 3 greenhouse gas (GHG) emissions and the related risks.	Greenhouse Gas Emissions, pages 20-24 CDP Climate Change Questionnaire 2023 C6.1 to C6.5
	Describe the targets used by the organization to manage climate-related risks and opportunities and performance against targets.	Brunswick’s Sustainability Framework, pages 9-10 CDP Climate Change Questionnaire 2023 C4.2, C4.2a and C4.2b

Data Tables

Energy	2021	2022	2023
Total energy consumption (TJ)	2,047	2,339	2,231
Electricity consumption (TJ)	695	744	735
Fuel consumption (TJ)	1,352	1,595	1,496
Energy intensity total (GJ/net sales U.S. \$ million)	350	343	349
Electricity intensity	119	109	115
Fuel intensity	231	234	234

Emissions	2021	2022	2023
GHG emission from operations total (metric tons CO ₂ e)	191,837	211,977	198,557
GHG emissions by Scope (metric ton CO ₂ e)			
Scope 1 absolute	78,192	90,619	84,853
Scope 2 absolute, location-based	113,645	121,358	113,704
Scope 2 absolute, market-based	–	99,446	99,446
GHG emissions intensity total (metric tons CO ₂ e / net sales U.S. \$ million)	32.8	31.1	31.0
Scope 1 intensity	13.4	13.3	13.2
Scope 2 intensity, location based	19.4	17.8	17.8
GHG emissions from Scope 3 sources (metric tons CO ₂ e)	4,374,000	4,417,908	4,054,141

Methodologies and Boundaries

ENERGY CONSUMPTION AND INTENSITY

Energy consumption is based on use of natural gas, gasoline, diesel, propane, LPG and electric at our major operations and is tracked in various measurements. Standard conversion factors to TJ are applied. We report intensity both in terms of energy use per net sales revenue in millions of U.S. dollars and carbon intensity per net sales revenue in millions of U.S. dollars.

RESTATED 2022 ENERGY USAGE AND GHG EMISSIONS

During 2023, Brunswick advanced the boundaries and accuracy of energy reporting and carbon accounting methodologies for Scopes 1, 2 and 3, as detailed on pages 20 and 22. Energy and GHG emissions data for 2022 has been restated to incorporate these improvements and provide a consistent year-over-year comparison to 2023 and for future reporting years. As such, 2022 data reported in this report differs from data reported in Brunswick's 2022 Sustainability Report.

DIRECT (SCOPE 1) GHG EMISSIONS

Direct (Scope 1) GHG emissions are based on consumption of natural gas, gasoline, diesel, propane and LPG at our major operations. We use the respective emission factors from the cross-sector tools provided by Greenhouse Gas Protocol and global warming potential (GWP) rates from the IPCC assessment reports based on a 100-year timeframe.

ENERGY-INDIRECT (SCOPE 2) GHG EMISSIONS

Energy-related indirect (Scope 2) GHG emissions from electricity consumption at approximately 100 separate facilities, making up all of our major operations. Small distribution facilities, small sales offices and Freedom Boat Club leased marina space may be excluded from reporting and are not material contributors to consumption. Emissions are based on a location-based method that reflects the average GHG emissions intensity of grids on which energy consumption occurs and includes CO₂, CH₄, and N₂O. The emission factors for the U.S. reflect the eGRID subregion level factors at the time emissions data was reported. For locations outside the U.S., factors are based on the International Energy Agency country-level factors or NIR emission factors for Canada. The GWP rates are from the IPCC assessment reports based on a 100-year time frame.

Data Tables

Water	2021	2022	2023
Water usage total (million liters)	632	621	532

Hazardous Waste	2021	2022	2023
Hazardous waste total (metric tons)	286.7	688	703
Hazard waste treatment methods (percent of total)			
Landfill			15%
Fuel blending			28%
Incineration			1%
Recycling			7%
On-site recycling			2%
Wastewater treatment			47%

Volatile Organic Compounds (VOC) Emissions	2021	2022	2023
VOC emissions total (metric tons)	622.9	702	699

Occupational Safety	2021	2022	2023
Total recordable incident rate (TRIR)	1.62	1.34	1.43
Lost-time incident rate (LTIR)	0.31	0.27	0.32
Days away, restricted or transferred (DART)	0.96	0.74	0.64

Methodologies and Boundaries

WATER USAGE

Water data represents usage at 47 plants or facilities, some of which required water as part of the production process or for product testing. Water usage for 2022 differs from that presented in Brunswick’s 2022 Sustainability Report due to the collection of actual water invoices following the close of the report. The data reported herein is a more accurate reflection of 2022 water consumption.

HAZARDOUS WASTE

We monitor hazardous waste generation and report on such materials following country-specific regulations. For 2023, our reporting of hazardous waste generation includes 33 facilities (one in Australia, four in Mexico and the remainder in the U.S.), an increase of three locations. Data for 2022 was restated to reflect the additional reporting facilities. Data for 2021 was not restated. Please note, not all facilities generated hazardous waste that required reporting in each year. Non-hazardous waste streams are not currently consistently measured at most of our facilities.

VOLATILE ORGANIC COMPOUNDS (VOC)

Emissions reported are Actual Emissions of Pollutants, as reported to regulatory agencies if applicable. VOC data for 2023 includes the addition of two international facilities previously excluded from reporting. Data for 2022 was restated to include these additional facilities.

OCCUPATIONAL SAFETY

All safety rates follow standards of the U.S. Occupational Safety and Health Administration and are based on 200,000 hours worked. Safety data applies to all facilities and employees, including contractors and temporary employees.

GRI Content Index

Brunswick has reported with reference to the GRI Standards for the period January 1, 2023 through December 31, 2023 using GRI 1: Foundations 2021.

GRI Standard	Disclosure	Location
GRI 2: General Disclosures 2021	2-1 Organizational details	Brunswick Form 10-K for FY2023 , pages 1-6
	2-2 Entities included in the organization’s sustainability reporting	About This Report, page 56
	2-3 Reporting period, frequency and contact point	About This Report, page 56
	2-5 External assurance	Environmental Sustainability, page 24
	2-6 Activities, value chain and other business relationships	Brunswick Form 10-K for FY2023 , pages 2-5
	2-7 Employees	Workforce Demographics, page 30
	2-8 Workers who are not employees	Workforce Demographics, page 30
	2-9 Governance structure and composition	Brunswick 2024 Proxy Statement , pages 24-25 and 29-30
	2-10 Nomination and selection of the highest governance body	Brunswick 2024 Proxy Statement , pages 26-28
	2-11 Chair of the highest governance body	Brunswick 2024 Proxy Statement , page 27
	2-12 Role of the highest governance body in overseeing the management of impacts	Oversight of Sustainability Topics, pages 46-47 Brunswick 2024 Proxy Statement , pages 29-30 and 32-34
	2-13 Delegation of responsibility for managing impacts	Oversight of Sustainability Topics pages 46-47 Brunswick 2024 Proxy Statement , pages 29-30 and 32-34
	2-14 Role of the highest governance body in sustainability reporting	Brunswick 2024 Proxy Statement , page 30
	2-15 Conflicts of interest	Brunswick Conflicts of Interests Policy
	2-16 Communication of critical concerns	Ethics Program, pages 48-50; Brunswick’s Integrity Playbook , pages 26-27

GRI Standard	Disclosure	Location
GRI 2: General Disclosures 2021 (cont.)	2-17 Collective knowledge of the highest governance body	Brunswick 2024 Proxy Statement , page 25
	2-18 Evaluation of the performance of the highest governance body	Brunswick 2024 Proxy Statement , page 25
	2-19 Remuneration policies	Brunswick 2024 Proxy Statement , pages 48-74
	2-20 Process to determine remuneration	Brunswick 2024 Proxy Statement , pages 48-74
	2-21 Annual total compensation ratio	Brunswick 2024 Proxy Statement , page 70
	2-22 Statement on sustainable development strategy	Alignment with United Nations Sustainable Development Goals, pages 57-58
	2-23 Policy commitments	Brunswick Policies, Practices & Standards
	2-26 Mechanisms for seeking advice and raising concerns	Ethics Program, pages 48-50 Brunswick’s Integrity Playbook
	2-27 Compliance with laws and regulations	Brunswick’s Integrity Playbook
	2-29 Approach to stakeholder engagement	Brunswick 2022 Sustainability Report , pages 12-13
GRI 3: Material Topics 2021	2-30 Collective bargaining agreements	Brunswick Form 10-K for FY2023 , page 8
	3-1 Process to determine material topics	Brunswick 2022 Sustainability Report , page 13
	3-2 List of material topics	Brunswick 2022 Sustainability Report , page 66
	3-3 Management of material topics	Progress Toward Our Commitments, page 10

GRI Standard	Disclosure	Location
GRI 201: Economic Performance 2016	201-2 Financial implications and other risks and opportunities due to climate change	Brunswick Form 10-K for FY2023 , pages 15-16 Brunswick CDP Climate Change Questionnaire 2023 , C4.2, C4.2a and C4.2b
	201-3 Defined benefit plan obligations and other retirement plans	Brunswick Form 10-K for FY2023 , page 95
GRI 205: Anti-corruption 2016	205-2 Communication and training about anti-corruption policies and procedures	Ethics in Actions, pages 48-50 Brunswick’s Integrity Playbook , pages 26-27
GRI 207: Tax 2019	207-1 Approach to tax	Brunswick Tax Strategy Statement
	207-2 Tax governance, control and risk management	Brunswick Tax Strategy Statement
	207-3 Stakeholder engagement and management of concerns related to tax	Brunswick Tax Strategy Statement
GRI 301: Materials 2016	301-2 Recycled input materials used	Scope 3 Greenhouse Gas Improvements, page 22
GRI 302: Energy 2016	302-1 Energy consumption within the organization	Greenhouse Gas Emissions, page 20; Data Tables, page 60
	302-3 Energy intensity	Greenhouse Gas Emissions, page 20; Data Tables, page 60
	302-4 Reduction of energy consumption	Greenhouse Gas Emissions, pages 20-21
GRI 303: Water and Effluents 2018	303-5 Water consumption	Water Usage, page 28. Data Tables, page 61
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	Greenhouse Gas Emissions, page 20; Data Tables, page 61
	305-2 Energy indirect (Scope 2) GHG emissions	Greenhouse Gas Emissions, page 20; Data Tables, page 61
	305-3 Other indirect (Scope 3) GHG emissions	Greenhouse Gas Emissions, page 22; Data Tables, page 61
	305-4 GHG emissions intensity	Greenhouse Gas Emissions, page 20; Data Tables, page 61
	305-5 Reduction of GHG emissions	Greenhouse Gas Emissions, pages 20-24

GRI Standard	Disclosure	Location
GRI 306: Waste 2020	306-3 Waste generated	Environmental Management, pages 26; Data Tables, page 69
	306-4 Waste diverted from disposal	Environmental Management, pages 26; Data Tables, page 69
	306-5 Waste directed to disposal	Environmental Management, pages 26; Data Tables, page 69
GRI 401: Employment 2016	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	Investing in Our Employees, page 32
GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system	Employee Safety, page 37
	403-2 Hazard identification, risk assessment and incident investigation	Employee Safety, page 37
	403-4 Worker participation, consultation and communication on occupational health and safety	Employee Safety, page 37
	403-5 Worker training on occupational health and safety	Employee Safety, page 37
	403-6 Promotion of worker health	Investing in Our Employees, page 31; Employee Safety, page 37
	403-8 Workers covered by an occupational health and safety management system	Employee Safety, pages 37-38
	403-9 Work-related injuries	Employee Safety, pages 37-38
GRI 404: Training and Education 2016	404-2 Programs for upgrading employee skills and transition assistance programs	Investing in Our Employees, page 31
	404-3 Percentage of employees receiving regular performance and career development reviews	Brunswick Form 10-K for FY2023 , page 11
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	Our Workforce Progress, page 34; Board and Governance Overview, page 45
GRI 415: Public Policy 2016	415-1 Political contributions	Public Policy Engagement, page 53



Brunswick is a global leader in marine recreation, delivering innovation that transforms experiences on the water and beyond. Our unique, technology-driven solutions are informed and inspired by deep consumer insights and powered by our belief that “Next Never Rests.”TM

Brunswick is home to more than 60 industry-leading brands and operates with four business segments: Propulsion, Engine Parts & Accessories, Navico Group and Boat.

Headquartered in Mettawa, Illinois, Brunswick has more than 17,000 employees operating in 25 countries. In 2023, Brunswick was named as a World’s Best Employer by Forbes, one of the Best Companies to Work For by U.S. News and World Report and one of America’s Most Responsible Companies by Newsweek. Brunswick was also among on Newsweek’s inaugural list of America’s Greenest Companies and USA Today and Statista’s inaugural Climate Leaders List.

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