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BOARD OF DIRECTORS OF BRUNSWICK CORPORATION
CHARTER OF THE HUMAN RESOURCES AND
COMPENSATION COMMITTEE

(Effective July 22, 2026)

Purpose

The Human Resources and Compensation Committee (the "Committee") is appointed by the Board of Directors (the "Board") of Brunswick Corporation (the "Corporation") to:

(a) Discharge the Board's responsibilities relating to compensation of the Corporation's Chief Executive Officer ("CEO"), executive officers (as defined in the Securities and Exchange Act of 1934 (as amended (together with the rules and regulations promulgated thereunder, the "Exchange Act")), and such other officers of the Corporation as the Committee may designate (collectively "Senior Management")
(b) Establish and oversee the compensation and benefit programs for Senior Management and evaluate these programs to determine whether they are designed and implemented consistently with the Corporation's strategic plan and to achieve their intended purpose
(c) Oversee Senior Management hiring, development and succession
(d) Oversee the Corporation's human capital management programs, including engagement, inclusion, and belonging programs and initiatives, and strategy; and
(e) Exercise and perform such other duties and responsibilities set forth in this charter, the Corporation's other governance documents, or delegated to the Committee from time to time by the Board.

Unless otherwise defined in this charter, capitalized terms will have the meanings given to such terms in the Principles and Practices of the Board of Directors ("Principles"). The Committee shall comply with governance practices and policies included in the Principles.

Membership and Committee Operations

- The Committee shall be comprised of at least three members of the Board and shall consist solely of Independent Directors each of whom shall qualify as "non-employee" directors within the meaning of Rule 16b-3 of the Exchange Act.

- The Board will appoint the Chair and members of the Committee and will have the sole authority to remove the Chair and members of the Committee.

- The Committee shall meet on a regular basis as it deems appropriate to carry out its duties, but at least four times per year. and the Committee will report to the Board on its activities following each meeting of the Committee.

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- The Committee may form and delegate authority to subcommittees as the Committee deems appropriate in its sole discretion.

- The Committee may meet in person, by telephone or video conference, and may act by unanimous written consent.

- When appropriate, the Committee shall meet in executive session outside of the presence of Senior Management.

- A majority of the members of the Committee shall constitute a quorum. A majority of the members present at any meeting at which a quorum is present may act on behalf of the Committee.

External Advice; Engagement of Consultants

- The Committee, at its sole discretion and at the Corporation's expense, shall have the sole authority to obtain advice and assistance from consultants, legal, financial, accounting or other advisors, including but not limited to advisors retained to review the compensation of Senior Management, but only after assessing their independence and any actual or potential conflicts of interests of such advisors in accordance with the rules of the Securities and Exchange Commission ("SEC") and the NYSE Standards.

- No compensation consultant will be engaged to assist in the evaluation of the compensation for any member of Senior Management without the prior approval of the Committee, except that management may, in its discretion, engage compensation, benefit and other consultants to provide advice with respect to and assist with the development of broad-based compensation and benefit programs in which members of Senior Management participate on the same or similar basis as other employees of the Corporation.

Committee Authority and Responsibilities

Among other things, the Committee shall:

Compensation Philosophy

- Review periodically and approve the Corporation's compensation philosophy and principles (including review of the peer group(s) used to evaluate or benchmark executive compensation levels, design practices and relative performance) to ensure the compensation philosophy and principles are aligned with and support the Corporation's overall strategy and objectives. As part of such review, the Committee shall consider, among other items, the Corporation's performance and relative stockholder return.

Senior Management Compensation, Incentive Compensation, and Equity-Based Compensation Plans

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- Review and approve benefit, compensation, perquisite plans and arrangements, and any other compensation-related plans or arrangements applicable to Senior Management.
- Make recommendations to the Board with respect to the Corporation's equity-based plans that are subject to Board approval, discharge any responsibilities assigned to the Committee by any of these plans, and periodically review the Corporation's stock ownership guidelines for Senior Management and compliance therewith.

Compensation Risk Management

- The Committee shall annually review management's report on risks arising from the Corporation's compensation programs to ensure they do not encourage excessive or unnecessary risk-taking.
- Establish, approve and oversee the application of the Corporation's recoupment policies.

Executive Compensation, including CEO Performance and Compensation

- For the Corporation's Senior Management, the Committee shall annually review and approve:

  a) base salary,
  b) incentive compensation opportunity,
  c) equity- based awards,
  d) any employment agreements, severance arrangements, or change in control arrangements, and
  e) any special or supplemental benefits.

The Committee shall annually: (i) review and approve performance goals and objectives specific to the CEO that are relevant to CEO compensation, including with respect to Corporate performance, individual performance, and risk management; (ii) evaluate the CEO's performance in light of those performance goals and objectives; and (iii) determine the CEO's compensation based on this evaluation; and recommend the CEO's total compensation for approval by the Independent Directors.

Officer Appointments

- Evaluate candidates for Senior Management positions and make recommendations to the Board regarding officer appointments.

Human Capital Management

- Oversee the Corporation's human capital management, including talent management; engagement, inclusion, and belong programs; and succession planning for the CEO and other members of Senior Management as determined by the Committee.

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Compensation-Related SEC Reporting

- The Committee shall annually in accordance with applicable SEC rules, review and discuss with management the Corporation's proxy statement, including Compensation Discuss & Analysis, the Pay Versus Performance disclosure, and review and approve the Compensation Committee Report required to be included in the Corporation's proxy statement.

Human Resources-Related Proposals

- Oversee actions taken by the Corporation to seek shareholder approval of executive compensation matters, including advisory votes on executive compensation and the frequency of such votes, incentive and other executive compensation plans, and amendments to such plans.
- Review shareholder proposals related to human capital, executive compensation, and other matters subject to Committee oversight, and review the results of such shareholder actions.

Committee Governance/Other

- The Committee shall annually review and assess the adequacy of this charter. The Committee may recommend amendments to this charter at any time and submit amendments for approval to the Board. The Committee shall annually review its own performance.
- Perform such other duties and responsibilities as may be directed by the Board or required by applicable laws, rules, or regulations.