

SUSTAINABILITY REPORT 2020

OUR STAKE IN
TOMORROW'S
TIDES



BRUNSWICK

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Letter from the CEO

S U S T A I N A B I L I T Y R E P O R T 2020

Brunswick understands the impact our businesses and products have on the environment and our opportunities to lead the way in sustainable, responsible business practices. We are committed to continually broadening, advancing, and delivering on our sustainability mission and to improving the communities in which we live and work, and in which our products operate. In 2020, our Company, like many others, faced unprecedented challenges resulting from COVID-19, but throughout the global pandemic, our employees have continued to demonstrate extraordinary resilience, commitment, and compassion. Brunswick has prioritized the health and safety of our employees while also delivering on our operational and strategic priorities and supporting our communities. This report highlights some of those collective efforts and presents our progress on our core sustainability mission.

Our commitment to sustainability, safety, and corporate responsibility extends across our layers of governance and management, and throughout the entire enterprise, from the Board of Directors to our leadership team to our global employees and our channel and supplier partners. In 2020, there were notable sustainability achievements, including:

“



Our commitment to sustainability, safety, and corporate responsibility extends across our layers of governance and management, and throughout the entire enterprise, from the Board of Directors to our leadership team to our global employees and our channel and supplier partners.

DAVID M. FOULKES
Brunswick Corporation CEO

- Reporting the lowest recordable incident rate in Company history – our relentless focus on safety is making a difference and we will maintain this momentum.
- Achieving zero-waste to landfill status at our Ft. Wayne, Indiana, aluminum boat manufacturing plant – this is our first boat manufacturing facility to attain this status and it provides a roadmap for our other boat plants to achieve similar success.
- Installing a large photovoltaic array at Mercury Marine’s world headquarters in Fond du Lac, Wisconsin – this array, coupled with a similar array at our Petit-Rechain facility in Belgium, will contribute to our goal to derive 50% of the Company’s electricity from renewable sources by the end of 2030.
- Replacing balsa wood as a filler-material in our fiberglass boat manufacturing process with Gurit® Kerdyn™ Green PET recycled foam, made from plastic bottles, avoiding the disposal of almost 5 million plastic bottles per year.
- Mercury Marine receiving its 10th consecutive Wisconsin Green Masters designation from the Wisconsin Sustainable Business Council.
- Being named by Newsweek to its 2021 list of America’s Most Responsible Companies.

During the early stages of the COVID-19 pandemic, both our Company and our individual employees utilized our creativity and resources to manufacture masks and other personal protective equipment (PPE) for fellow employees, ensuring our PPE needs did not erode supply to first responders during this critical period. At the same time, we mobilized our global manufacturing and extensive distribution facilities to deliver PPE, hand sanitizer pumps, arm-actuated door handles and electrical equipment used to power field hospitals. In addition, the Brunswick Foundation supported the efforts of the Red Cross and Salvation Army with financial contributions.

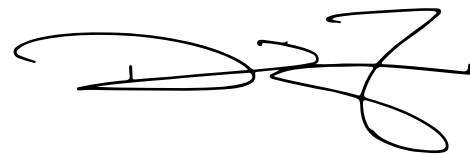
We were honored that International Boat Industry (IBI) presented us with a Community Support Initiative Award for channeling resources, expertise, crisis support, and manufacturing capabilities to aid our communities in 2020.

Our commitment to the communities in which we live and work remains one of our top priorities. We encourage volunteerism through our Dollars for Doers program, which provides grants to non-profit organizations. Brunswick also promotes higher education with a scholarship program for the children of our employees and channel partners.

In 2020, catalyzed by the social-justice movement, we took significant additional steps to support and empower all our global employees, including through the establishment of a Diversity, Equity, and Inclusion (DEI) Council which will work across the enterprise to accelerate change in our organization and our industry, and through many other actions. The election of Nancy Cooper, the first female Brunswick non-executive Board Chair in our 175-year history, and our recognition on Forbes' lists of America's Best Employers for Women, America's Best Employers for Diversity, and America's Best Employers for Veterans mark our progress, but we know we have much more to accomplish.

In February 2021, we were notified by Forbes that Brunswick was ranked in the Top 10 on the list of America's Best Large Employers and was ranked Number 1 in the Engineering and Manufacturing Category - an extraordinary honor and a testament to our relentless focus on shaping a safe, open, and supportive company culture that allows our talented employees to achieve their personal and career goals as we collectively and responsibly deliver on our business objectives.

I would like to close by thanking, on behalf of Brunswick's 14,000 employees around the world, all the healthcare professionals and essential workers continuing to respond on the front lines of the global pandemic and by sharing our hope that during 2021 we see a progressive return to normalcy.



DAVID M. FOULKES
Chief Executive Officer
Brunswick Corporation



SUMMARY AND 2020 HIGHLIGHTS

In 2020, we published our inaugural enterprise sustainability report. As the global leader in recreational marine, we intend to define the future of recreational boating through innovation and inspiration on the water.

2.0 Summary and 2020 Highlights

NOTABLE ACHIEVEMENTS IN 2020

The Brunswick Sustainability Program is based on four pillars: Energy, Environment, Products, and People. We used these priorities as a framework to guide our sustainability efforts in 2020. A few notable achievements in 2020 include the following¹:



9% ↓

LESS ENERGY USE



1.94

INCIDENT RATE
A RECORD LOW
OSHA RECORDABLE
INCIDENT RATE



9% ↓

LESS GHG EMISSIONS



10th

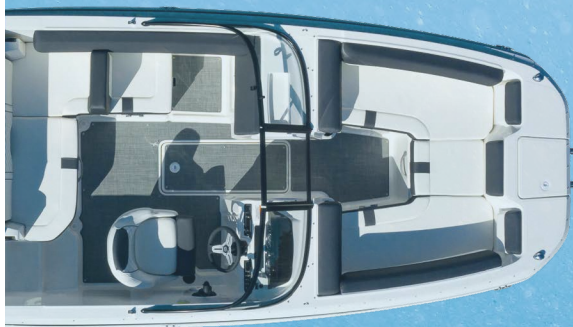
CONSECUTIVE
WISCONSIN
GREEN MASTERS
DESIGNATION FOR
MERCURY MARINE

¹ GHG stands for Greenhouse Gas Emissions.

INTRODUCTION

Brunswick is the leader in the global recreational marine market. Our unmatched pace of new product development and commitment to technology, innovation, and design thinking uniquely position us to define the marine industry.

Founded by John Brunswick, a Swiss immigrant woodworker in 1845, in Cincinnati, Ohio, to make billiards tables, we draw on our long history of product excellence to meet our commitments.



BRUNSWICK

We believe that customer insight-driven, innovative product solutions, strong brands, and exceptional quality and service provide the foundation for customer satisfaction. We focus on seamless technology integration and dedicate our industry-leading resources and talent toward sustainable and responsible growth of our business and industry.

GEOGRAPHIC REACH AND EMPLOYEES

In 2020, Brunswick operated approximately 140 facilities² in 27 countries across North and South America, Europe, and Asia Pacific, and sold products in over 170 markets around the globe.

GLOBAL OPERATIONS³

At the end of 2020, we employed 14,382 people in full-time, regular positions. We also had approximately 350 temporary, contract, or seasonal workers. For more details see Chapter 5.



140

FACILITIES

27

COUNTRIES

170 MARKETS
AROUND THE GLOBE

14,382 EMPLOYEES
FULL-TIME, AS OF DEC 31, 2020

300+ PATENTS
SINCE 2017



HEADQUARTERS

METTAWA, ILLINOIS - A
CHICAGO SUBURB

² The facilities include sales offices, manufacturing facilities, distribution centers, engineering centers, service centers and facilities owned by the Freedom Boat Club.

³ Brunswick, "Primary Locations", www.brunswick.com/our-company/locations

3.1 Company Overview

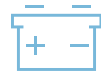
Organizational Structure

The Company's strategies are focused in its four business units: Marine Propulsion, Parts and Accessories, Boats, and Business Acceleration. Our integrated platform of businesses includes the most notable brand names across all major recreational marine categories:



PROPULSION

The Propulsion business designs and manufactures advanced propulsion solutions under brands such as Mercury, Mercury Racing, and Mercury MerCruiser.



PARTS & ACCESSORIES

The Parts and Accessories business serves OEMs, dealers and the aftermarket marine and adjacent industries. It consists of Advanced Systems Group featuring brands such as Attwood, Mastervolt, Blue Sea Systems, and CZone. The Parts and Distribution business features brands such as Mercury Precision Parts, Quicksilver, and Mercury Propellers along with distribution business that include Land'N'Sea, Lankhort Taselaar, and Kellogg Marine Supply.



BOATS

The Boat Group designs and manufactures powerboats that serve a broad range of recreational applications including freshwater and saltwater fishing, cruising, and tow sports. The Boat Group features 16 brands including some of the marine industry's most recognizable recreational marine brands such as Boston Whaler, Sea Ray, Lund, and Harris.



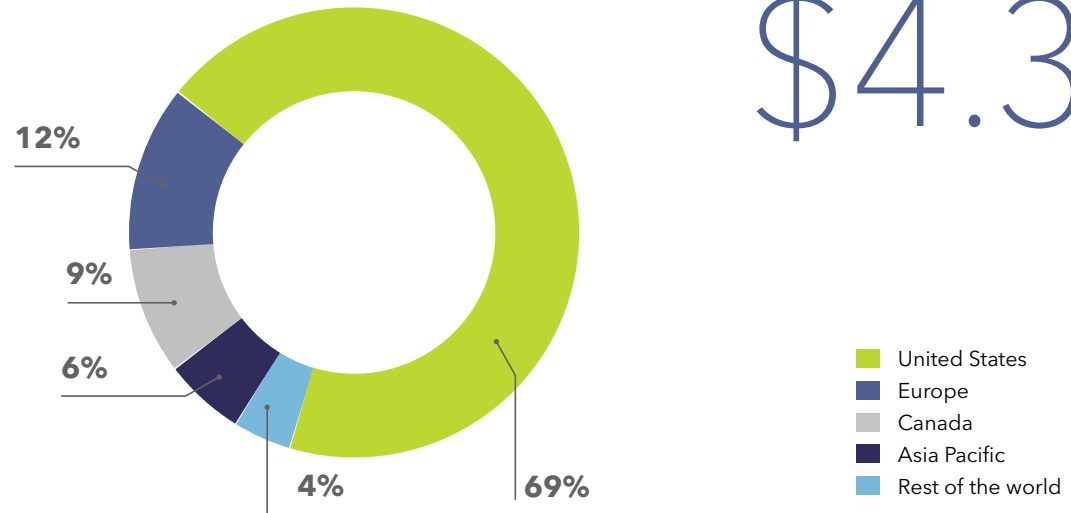
BUSINESS ACCELERATION

Business Acceleration is focused on unique, value-added technologies, business models, services, and solutions to advance Brunswick's market position and expand boating participation across a broader consumer base. Key Business Acceleration brands include Freedom Boat Club and Brunswick Acceptance Company. The results for Business Acceleration are reflected in Boat Segment performance.

3.1 Company Overview



2020 GLOBAL REVENUE BY REGION



GLOBAL NET SALES
\$4.3B

Propulsion Segment Net Sales



Parts & Accessories Segment Net Sales



Boat Segment Net Sales



2019 2020

3.2 Award Highlights 2020



3.3 Our Sustainability Program

As a leader in the global recreational marine market, we believe it is our responsibility to serve as environmental stewards and protect our natural resources so customers can enjoy our products and the outdoors.

We will lead our industry in sustainable business practices and develop efficient and safe products with a reduced environmental impact over products they replace. We encourage our stakeholders to use our products in a manner that is safe, responsible, protective of natural resources, and that supports the enjoyment and quality of life.



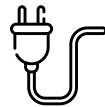
3.3 Our Sustainability Program



We will lead our industry in sustainable business practices and develop efficient and safe products with a reduced environmental impact over products they replace.

We are committed to our enterprise Sustainability program, which aligns with our goal to define, create, and continuously innovate the future recreational marine industry. This strategy is fundamental to the future of our business and provides a significant opportunity to distinguish Brunswick as a leading employer, business partner, investment, supplier, and neighbor of choice. Our Sustainability Program is based on four pillars: Energy, Environment, Products, and People. By measuring our performance and establishing this framework for continuous improvement, we will drive behavior and values consistent with our goals.

BRUNSWICK'S SUSTAINABILITY FRAMEWORK



Our objective is to embed sustainability across all elements of our business. We deploy this framework and these tools through Brunswick's Enterprise Environment, Social, and Governance (ESG) Council to do so:

- Track improvement programs in business and operating plans with key performance indicators (KPIs) on divisional and enterprise levels
- Manage progress against targets
- Actively share best practices across business units and functions
- Evaluate the effectiveness of our improvement programs on a regular basis and make adjustments where and when necessary
- Regularly report progress against our goals and objectives



ENERGY – RESPONSIBLE CONSUMPTION

- Measure and monitor our energy consumption.
- Make efforts to reduce the amount and cost of energy used on both a normalized sales basis and an absolute basis.
- Over time, transition to renewable energy sources.



ENVIRONMENT – CARING FOR OUR PLANET

- Measure and responsibly manage the yield of materials used in our processes.
- Minimize the creation and disposal of waste materials and emissions while preserving natural resources.
- Reduce the amount of waste created or resources consumed on both a normalized sales basis and on an absolute basis.



PRODUCTS – STEWARDSHIP & QUALITY

- Minimize and reduce (over time) the impact on the environment in the production, use, and disposal of our products.
- Develop products that lead to an improved environmental footprint through their life cycle.



PEOPLE – QUALITY OF LIFE FOR ALL STAKEHOLDERS

- Improve the health, safety, and well-being of our employees and community.
- Promote the safe and responsible use of our products by our customers.
- Improve and contribute to the communities in which we live and work.

3.3.1 Materiality Analysis



The materiality assessment is ongoing. We monitor and update our analysis with the feedback and involvement of our stakeholders and focus our resources on the most significant improvement opportunities.

Establishing & Pursuing ESG Priorities

Our approach to establishing and pursuing ESG priorities is to identify the issues most material to our stakeholders and their impact on sustainable development and growth. To optimize the impact of our business strategy, we identified the issues most material to our business by analyzing well-recognized international sustainability framework structures, including GRI, CDP, and the United Nations (UN) Global Compact, as well as industry-specific disclosure standards such as the Sustainability Accounting Standards Board's (SASB's) Materiality Map.⁴ We supplemented this analysis with feedback from our investors, customers, employees, communities, and leading NGOs, among others. The entire process is outlined in Appendix C.

Based on that materiality assessment, we are concentrating our efforts in these sixteen areas under the ESG pillars:⁵



ENVIRONMENT

Environment
Energy
Greenhouse Gas (GHG) Emissions
Water
Waste
Materials
Environmental Compliance



SOCIAL

Community Relations
Employment
Diversity, Equity and Inclusion
Occupational Safety
Occupational Health & Welfare



GOVERNANCE

Research & Development (R&D)
Business Ethics
Customer Safety
Access to Clean Water

⁴Sustainability Accounting Standards Board, "SASB Materiality Map," <https://materiality.sasb.org>.

⁵Waste includes hazardous waste and volatile organic compound (VOC) emissions only.

3.3.2 UN Sustainable Development Goals

UN Sustainable Development Goals



Consistent with global standards, the UN's Sustainable Development Goals (SDGs) guide our sustainability efforts. We have adopted the SDG framework to help focus our priorities, actions, improvement targets, and progress.

Due to the nature of our business, we believe we can contribute primarily to improvement in the following four SDGs:

- **SDG 9:** Build resilient infrastructure, promoting inclusive and sustainable industrialization, and fostering innovation
- **SDG 12:** Ensure responsible production and consumption
- **SDG 13:** Act to combat climate change and its impacts
- **SDG 14:** Conserve and sustainability use the oceans, seas, and marine resources for sustainable development

These SDGs provide a framework for our ESG program where we continue to contribute positively to people's lives, promote inclusive growth, and be a good steward of the environment.



PRESERVING THE ENVIRONMENT

Brunswick seeks to protect the environment by supporting strategies that strengthen the global response to the risk of climate change and encourage sustainable development. 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 toward mitigation and adaptation. Clean and accessible waterways are vital to our customers and their ability to use and enjoy our products. We have the talent and technology to positively influence these elements within the global recreational marine market.

4.0 Preserving the Environment

2020 ENVIRONMENTAL HIGHLIGHTS:

9% ↓

CLIMATE

reduction in Scope 1 and 2
GHG emissions from
global operations,
compared to 2019

9% ↓

ENERGY

reduction in total
electricity and fuel usage
in our operations

13% ↓

HAZARDOUS WASTE

reduction in absolute
tons of hazardous waste
from 2019 to 2020

1.81^{TJ}

TERAJOULES UNITS

of consumed
renewable electricity

13% ↓

WATER

reduction in total water
from 2019 usage driven
by effective redesign and
infrastructure improvements

20% ↓

VOC EMISSIONS

reduction in VOC emissions
from 2019 as a result of
better, more efficient
product design

4.0 Preserving the Environment



In 2020, Mercury Marine received its 10th consecutive Green Masters designation for sustainability leadership in its home state of Wisconsin, where its global headquarters and largest manufacturing plant are located. Mercury Marine employs close to 4,000 people in Wisconsin.

We maintain a comprehensive Brunswick Environmental Policy and have a systematic approach to develop and implement actions set forth in that policy.

WE WILL:

- Conduct activities in accordance with applicable environmental laws and regulations.
- Continually strive to manufacture products and technology that are designed to have the lowest practical impact on the environment by minimizing the use of natural resources, including energy.
- Perform activities and operations, including the manufacturing of our products, in a manner that results in the minimization of waste, including the discharge of wastewater, the generation of solid waste and the emission of pollutants to the atmosphere.
- Coordinate with applicable organizations on the development of technically feasible and financially responsible environmental laws and regulations.
- Provide training and education to appropriate Brunswick personnel to ensure their adherence to this Policy.

4.1 Lowering Our Energy Consumption



ENERGY GOALS

25%↓

reduction in annual energy consumption by 2025 (2016 baseline)



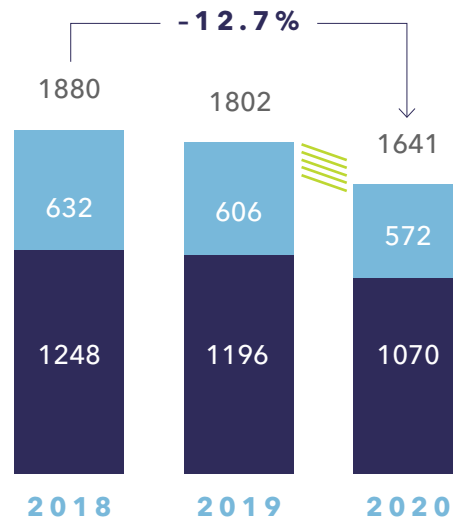
50%

of electricity needs sourced from renewables by 2030

BRUNSWICK

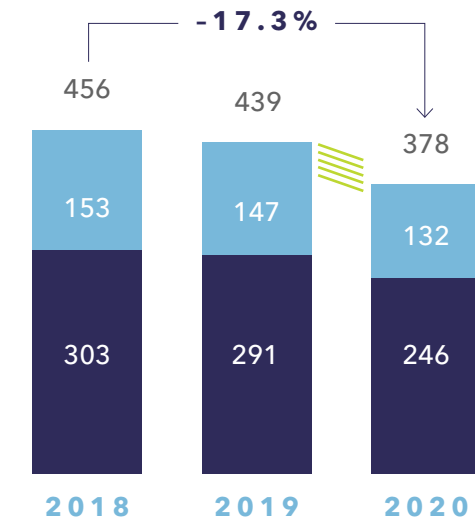
Brunswick actively seeks opportunities to transition to renewable sources of electricity when justified, with a goal to source 50% of our electricity needs from renewable sources by 2030 from a 2018 base year.

ENERGY CONSUMPTION⁶



- Electricity consumption (TJ)
- Fuel consumption (TJ)
- Dropped 8.9%

INTENSITY BASIS⁷



- Electricity intensity (GJ/U.S.\$ million net sales)
- Fuel intensity (GJ/U.S.\$ million net sales)
- Dropped 13.9%

⁶The 2018/2019 number (see Brunswick 2019 Sustainability Report) was updated due to improvements in data quality.

⁷The 2018/2019 number (see Brunswick 2019 Sustainability Report) was updated due to improvements in data quality.

4.1 Lowering Our Energy Consumption



In 2020, we reduced our energy consumption on an absolute and intensity basis. This was due partly to efficiency initiatives and partly to production shutdowns related to the COVID-19 pandemic. We consumed 1,641 TJ (Terajoules) of energy across all major facilities. Of this total, 1,070 TJ was related to fuel consumption and 572 TJ was related to electricity consumption. From 2019 to 2020, energy usage decreased as a whole by 8.9% and from 2018 to 2020, energy consumption decreased by 12.7%.

Along with monitoring our absolute energy consumption across all major facilities, we also monitor the energy intensity of our operations by measuring the total energy consumption per million dollars of sales revenue. In 2020, our electricity intensity of 132 GJ (Gigajoules) per million of net sales (U.S. dollars) and a fuel intensity of 246 GJ per million of net sales represents a decrease of our energy intensity by 13.9% in 2020 compared to 2019 and 17.3% from 2018. Brunswick is actively exploring renewable energy options. This review includes additional solar arrays at certain facilities and EV charging stations in some locations.

“ These steps will combine with many others over the next 10 years to increase the proportion of energy we will draw from renewable energy sources. We are committed to our focus on sustainable business practices, including investment in renewable energy and reduction of our carbon footprint. We will continue to elevate our commitment to sustainability across all of our global locations.”

CHRIS DREES President, Mercury Marine

Pursuing Renewable Energy Sources



OUR COMPANY'S CONTINUED PURSUIT OF RENEWABLE ENERGY SOURCES

Mercury Marine's global headquarters in Fond du Lac, Wisconsin, completed the installation of its first array of photovoltaic solar panels in late 2020 as part of the facility's roof refurbishment. The new array sits atop a segment of the company's warehouse roof and comprises 320 panels, each measuring 6 feet wide and 4 feet tall. The array will generate enough electricity to light the company's warehouse operation in Fond du Lac for the next 30 years. This initiative also supports Brunswick's goal to source 50% of electricity needs from renewable sources by 2030.

Mercury Marine launched its first solar project in 2017 with the installation of a 2,000-panel array at the company's European headquarters in Petit-Rechain, Belgium. That solar array, combined with improved insulation at the location, reduces the amount of electricity the facility draws from the grid by 33%, lowering the facility's utility costs and enabling substantial use of clean and sustainable energy.

The new solar array in Wisconsin builds on measures Mercury Marine previously implemented to responsibly manage its energy use. On Earth Day 2020, Wisconsin's Focus on Energy (FOE) program named Mercury Marine a winner of its 2020 Energy Efficiency Excellence Award. In granting the award, FOE cited several Mercury Marine initiatives, including modernization of HVAC and lighting systems, containment of compressed-air systems, optimization of power on/off cycles for equipment and facilities, redirection of manufacturing-generated heat for multiple purposes, and incorporation of natural lighting and passive heating into the design of new facilities.

Brunswick plans to leverage Mercury Marine's solar array management experience across the organization. In 2021, additional solar arrays are planned for the Boston Whaler campus in Edgewater, Florida.

4.2 Reducing Our Environmental Footprint



ENVIRONMENT GOALS

25%↓

reduction in annual water usage by 2025 (2016 baseline)



100%

Aluminum Boat Group facilities achieve zero-waste to landfill status

BRUNSWICK | BOAT GROUP

Our customers rely on ready access to water and other natural resources to use and enjoy our products. We use energy and raw materials in the production of our products, which all influence the environment and GHG emissions.

To measure and eventually reduce our climate impact, we monitor our Scope 1 and 2 greenhouse gas (GHG) emissions (i.e., emissions generated from what we own and control as well as purchased electricity, heat, and steam).⁸ We have mapped more than 95% of our Scope 1 and 2 emissions. A full list of included facilities is in Appendix A.1. We are taking measures to reduce our climate impact across our value chain. These measures include:

- Reducing overall material use and increase use of sustainable/renewable materials in construction, such as Kerdyn™, a green recycled polyethylene terephthalate (PET) foam (See Section 4.5).
- Research and development of advanced technology to increase the sustainability and energy efficiency of our products and operations.
- Initiatives focused on improving our fleet fuel economy and on cooperating in the exploration and development of viable boat end-of-life solutions.
- Setting divisional environment targets:
 - Mercury Marine: 25% reduction in annual water usage by 2025 (2016 baseline).
 - Brunswick Boat Group: 100% of aluminum BBG facilities achieve zero-waste to landfill status by 2022.

⁸ Scope 1 emissions are direct emissions from owned or controlled sources. Scope 2 emissions are indirect emissions from the purchased energy. Scope 3 emissions are all indirect emissions (not included in Scope 2) that occur in the value chain of the company, including both upstream and downstream emissions (<https://ghgprotocol.org/>).

4.2 Reducing Our Environmental Footprint

Our Scope 1 and 2 climate impact is the result of our energy consumption; the same measures to reduce our non-renewable energy consumption will reduce our climate impact contributing to SDG 13. Concurrently, we aim to reduce our GHG emissions by integrating more renewable energy sources.

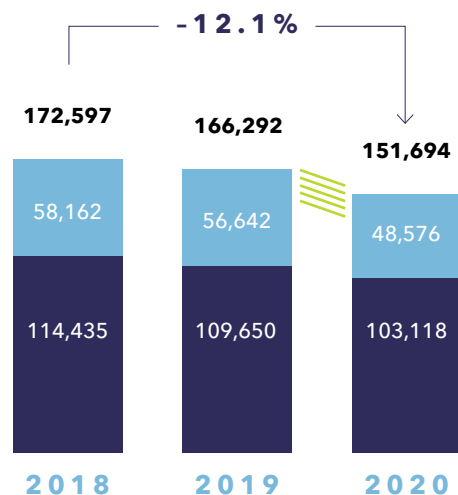
1

Our Scope 1 emissions accounted for 48,576 (metric tons) of carbon dioxide equivalent (tCO₂e) in 2020.

2

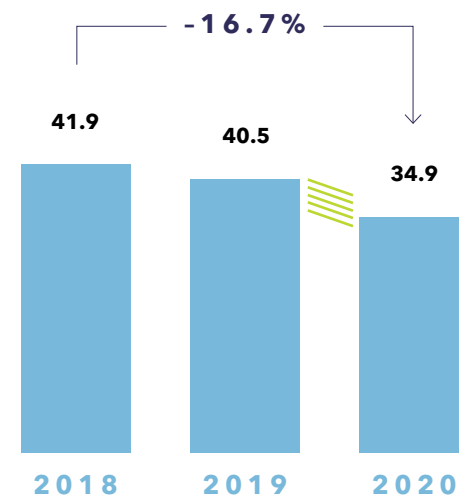
Our Scope 2 GHG emissions accounted for 103,118 tCO₂e in 2020.

EMISSIONS⁹



- Scope 1 emissions (t CO₂-eq)
- Scope 2 emissions (t CO₂-eq)
- ▨ Dropped 8.8%

INTENSITY BY NET SALES¹⁰



- Carbon intensity (t CO₂-eq / U.S.\$ million net sales)
- ▨ Dropped 13.8%

Overall, there was a reduction in our combined Scope 1 and 2 emissions of 8.8% between 2019 and 2020 and a 12.1% reduction from 2018. Although somewhat dependent on production volumes, over time, we aim to continue this improvement by increasing our energy efficiency and by integrating renewable sources of electricity into our operations. In 2020, our operations emitted 35 tCO₂e of Scope 1 and Scope 2 tCO₂e per millions of net sales (U.S. dollars). Compared to the base year 2019, the carbon intensity decreased by 13.8% in 2020 and 16.7% from 2018.

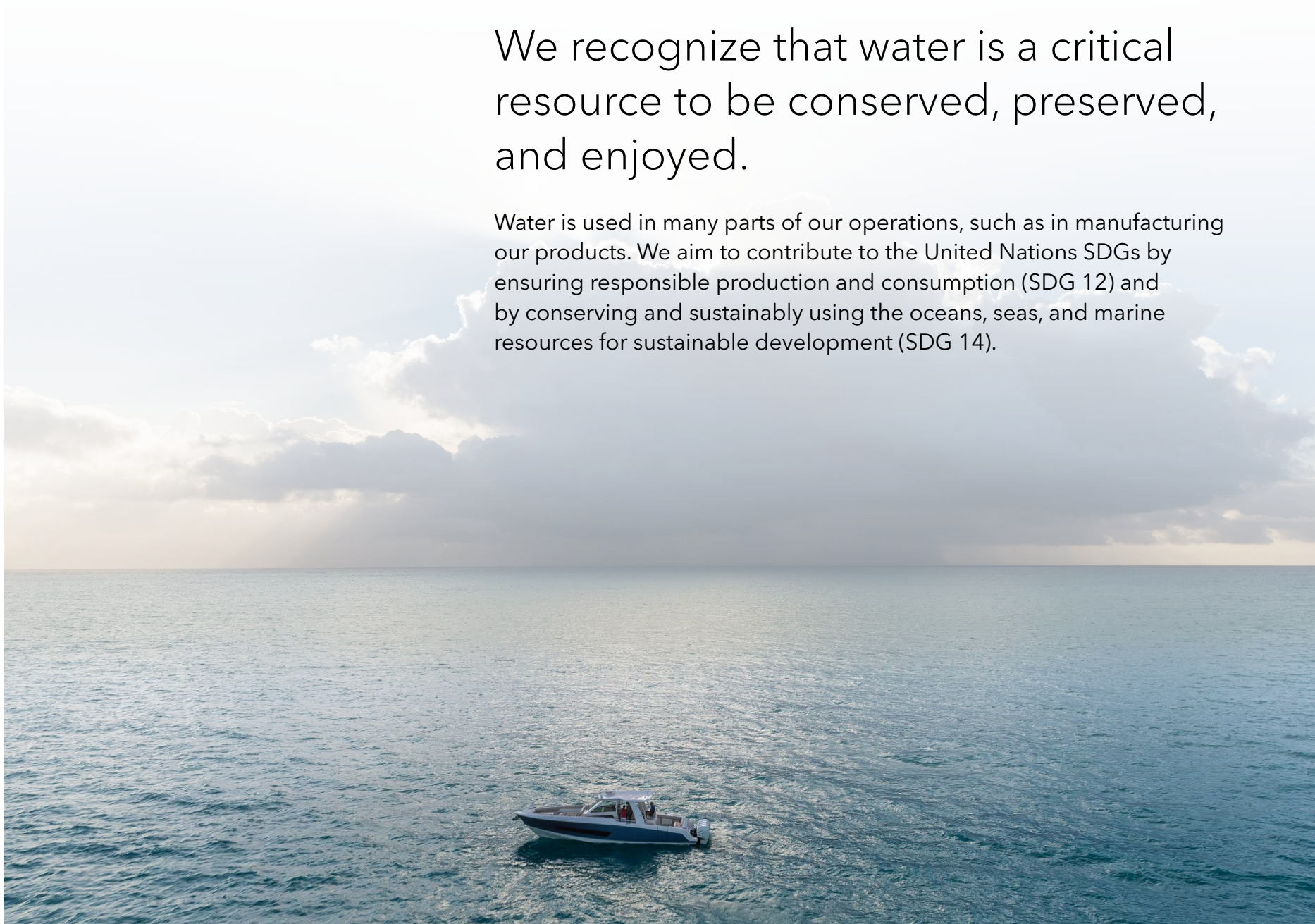
⁹ The 2018/2019 number (see Brunswick 2019 Sustainability Report) was updated due to improvements in data quality.

¹⁰ The 2018/2019 number (see Brunswick 2019 Sustainability Report) was updated due to improvements in data quality.

4.3 Reducing Water Consumption

We recognize that water is a critical resource to be conserved, preserved, and enjoyed.

Water is used in many parts of our operations, such as in manufacturing our products. We aim to contribute to the United Nations SDGs by ensuring responsible production and consumption (SDG 12) and by conserving and sustainably using the oceans, seas, and marine resources for sustainable development (SDG 14).



4.3 Reducing Water Consumption



To determine our water-related impact, we measure and evaluate the water consumption and intensity at all our major facilities with the goal to minimize the amount of fresh water we consume and to optimize our ability to recycle water in our facilities.

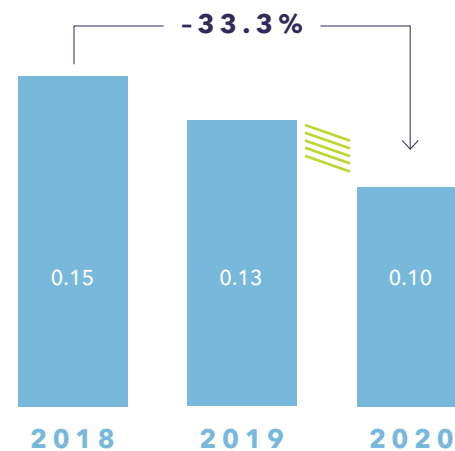
We promote efficient process-water conservation through usage reduction, infrastructure improvement, process-water cooling, filtration, and reuse. We have implemented water conservation practices in our facilities that include closed-loop wastewater systems, wastewater control, filtration, and the elimination of once-through cooling.

WATER CONSUMPTION ACROSS THE ORGANIZATION



■ Water consumption (MI)
 ▨ Dropped 12.6%

WATER CONSUMPTION INTENSITY BY NET¹¹ SALES¹²



■ Water intensity (MI/U.S.\$ million in net sales)
 ▨ Dropped 23%

¹¹ The 2018/2019 number (see Brunswick 2019 Sustainability Report) was updated due to improvements in data quality.

¹² The 2018/2019 number (see Brunswick 2019 Sustainability Report) was updated due to improvements in data quality.

4.3 Reducing Water Consumption

We consumed 12.6% less water in our major operations in 2020 than in 2019 and 23.9% less than 2018.

This corresponds to a 33.3% decrease in water consumption intensity from 2018 to 2020, expressed in ML per million dollars of net sales (U.S. dollars). This significant improvement was driven by a combination of production declines related to COVID-19 and effective measures to redesign certain processes and update our infrastructure to improve the efficiency of our operations.

Following the success of our conservation efforts in 2020, we will continue to share best practices across our operations to meet our objective of reducing the annual absolute and intensity consumption of water in our operations.



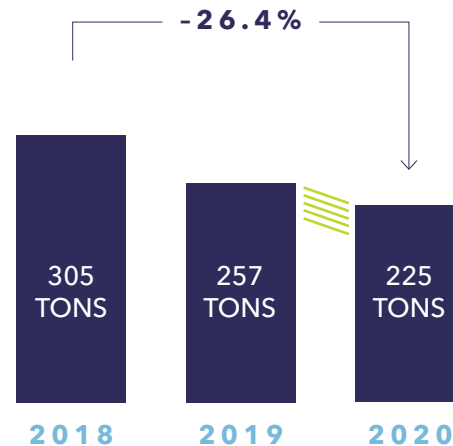
4.4 Reducing Waste in Our Operations



Our goal is to minimize the waste created in the operation of our business.

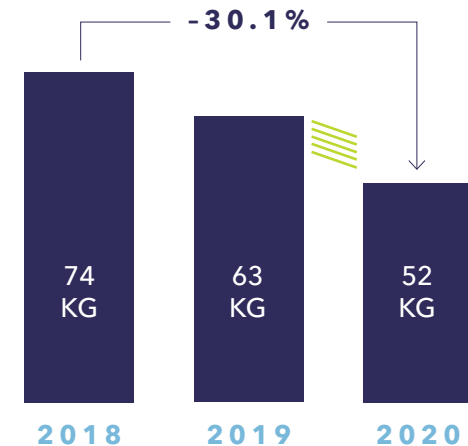
We rely on a variety of waste reduction and recycling programs to minimize waste. For hazardous waste, we monitor the volume of waste created and the disposition of that material with the intent to minimize the impact on the environment. We strive to reduce our dependence on landfill disposition of waste across the enterprise.

WEIGHT OF HAZARDOUS WASTE GENERATED



■ Hazardous waste (metric tons)
 ▨ Dropped 12.5%

HAZARDOUS WASTE GENERATION INTENSITY PER NET SALES



■ Hazardous waste intensity (metric tons / U.S. \$ million net sales)
 ▨ Dropped 17.4%

4.4 Reducing Waste in Our Operations



HAZARDOUS WASTE

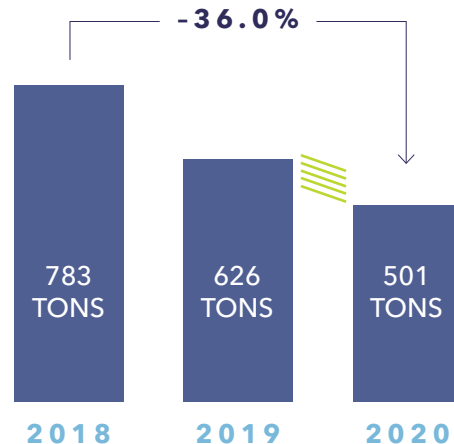
12%↓

Hazardous waste by absolute volume decreased by 12.5% in 2020 from 2019.

Per net sales, hazardous waste production decreased by 17.4% in 2020 from 2019 and 30.1% from 2018.

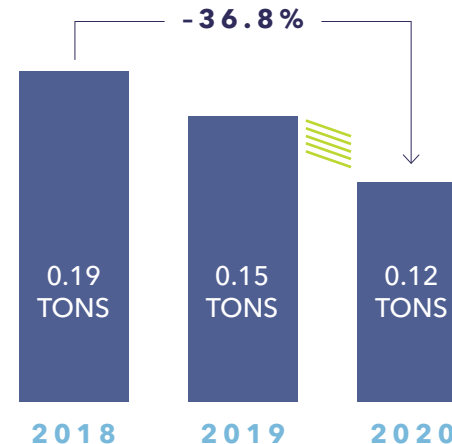
A significant portion of our hazardous waste is blended into fuel, which reduces fossil fuel consumption.

VOC EMISSIONS¹³



■ VOC emissions (tons)
▨ Dropped 19.9%

VOC EMISSIONS INTENSITY¹⁴



■ VOC intensity (tons/U.S.\$ million net sales)
▨ Dropped 23.1%

¹³ The 2018/2019 number (see Brunswick 2019 Sustainability Report) was updated due to improvements in data quality.

¹⁴ The 2018/2019 number (see Brunswick 2019 Sustainability Report) was updated due to improvements in data quality.

4.4 Reducing Waste in Our Operations



EMISSIONS

93% ↓

reduction in previous
regulatory emission factor

Updated regulatory emission
factor based on engine
efficiency improvements

We are continuously evaluating new low VOC emission materials and processes in an effort to reduce emissions while maintaining the quality, durability, performance, and integrity of our products.

The materials and processes used to produce our products result in certain VOC emissions. The polymerization of the resins and gel coats are a primary source of VOC emissions. In 2020, we emitted 501 metric tons of VOCs, a reduction of 19.9% from 2019 levels and 36.0% from 2018. Similarly, we reduced the VOC emissions intensity from 0.15 metric tons per millions of net sales (U.S. dollars) in 2019 to 0.12 metric tons per millions of net sales (U.S. dollars) in 2020, which is a 23.1% reduction from 2019 and a 36.8% reduction from 2018.

The VOC reduction is the result of product improvements, efficiency initiatives, and production declines early in 2020 related to the COVID-19 pandemic. Pursuant to requirements for its emission permits at the Mercury Marine testing locations, facility-level emissions are calculated and reported.

Based on refreshed and more efficient propulsion products, the current regulatory calculated VOC emission factors (required by our Title V air permit in the U.S.) were materially reduced from the prior VOC emission factor. Because more recently designed engines are more efficient, the calculated VOC emission levels were significantly reduced. The methodology to calculate emissions reflects the higher efficiency engines used in Brunswick products and a reduction of 93% in emissions intensity.

First Brunswick Boat Manufacturing Facility To Achieve Zero-Waste To Landfill Status

FORT WAYNE OPERATION – A ZERO-WASTE TO LANDFILL STRATEGY



In October 2020, Brunswick announced the designation of its Fort Wayne Operations in Fort Wayne, Indiana, as a zero-waste to landfill facility - the Company's first boat manufacturing property to achieve this distinction. However, it is the second Brunswick facility to reach this status: In May 2019, Mercury Marine's Plant 3 distribution operations at its Fond du Lac, Wisconsin, world headquarters attained zero-waste certification.

To define zero-waste in the manufacturing and warehousing context, the team adopted a definition set forth by the U.S. Zero Waste Business Council and Zero Waste International Alliance. The zero-waste process requires the plant to demonstrate a 90% or higher diversion rate, meaning 90% of its waste materials are recycled, reused or otherwise eliminated. The Fort Wayne team achieved the required levels and exceeded them with a 97% diversion rate.

Brunswick's Fort Wayne Operations is home to Harris and Cypress Cay pontoon manufacturing and the Brunswick Pontoon Technology Center.

EXAMPLES OF SUSTAINABILITY PROJECTS THAT LED TO THE ZERO-WASTE STATUS INCLUDE:

- Rather than dispose of wood scrap from deck boards, the plant reused scrap on-site to build materials that are used in shipping new pontoons. One element of the program is working with suppliers to take back their dunnage (protective shipping materials) for reuse.
- Harris designed new cutting patterns to yield more usable material and less scrap from each aluminum sheet, reducing scrap per sheet by 80% on some components and allowing more parts to be produced in less time.

4.4.1 Chemical Safety at Brunswick



SAFETY

SMS

Safety Management System:
four targeted sections on
chemical safety



Design Review & Management of Change

Addresses the chemical aspects of new and modified processes

Hazard Communication

Addresses requirements associated with managing chemicals in facilities

Chemical Management

Addresses the management of potential exposure to chemicals in our facilities

Industrial Hygiene

Addresses safety, training, and communication of hazards of chemicals for our employees and promotes safe use of chemicals

Brunswick has a product regulatory team that addresses the various regulatory requirements that exist for our products; in particular, regulatory requirements that relate to the environmental impact of our products.

As part of this process, Brunswick addresses regulations such as California's Proposition 65, the European Union's Waste Electrical and Electronic Equipment (WEEE), Restriction of Hazardous Substances (RoHS), Registration, Evaluation, Authorization, and Restriction of Chemicals (REACH), and U.S. Environmental Protection Agency (EPA) requirements related to how we manage chemical safety in Brunswick products.

The Brunswick Safety Management System (SMS; see more detail in Section 5.4) process includes, among other elements, four targeted sections on chemical safety. These include: Design review and management change, industrial hygiene, hazard communication, and chemical management.

As Brunswick develops products, we evaluate opportunities to use materials that are less harmful to the environment, as exemplified by our efforts to replace balsa wood with recycled foam (See Gurit® Kerdyn™ Green PET recycled foam highlight, Using Sustainable Materials - page 34).

4.5 Using Sustainable Materials



The materials required to meet our rigorous product specifications and the processes used to convert raw materials into finished products influence our environmental footprint.

Across our operations, we pursue a circular approach in our value chain. The central elements of this approach are to reduce, reuse, recycle, and remanufacture in all processes involving the design, the material specification, and the manufacture and distribution of our products.

The following case study is an example of how the circular approach pertains to using alternative materials.

Transitioning from Balsa Wood to Gurit® Kerdyn™ Green PET recycled foam

SAVING THE RAINFOREST, ONE BOAT AT A TIME



In 2020, Boston Whaler transitioned from building its boats with balsa wood structural cores to Gurit® Kerdyn™ Green PET recycled foam, signaling a significant commitment to environmentally sustainable boat building practices.

Traditionally, fiberglass boat structural core components are fortified with balsa wood core, prized for its honeycomb-like cell structure and lightweight, buoyant properties. In fact, balsa is the Spanish word for raft. However, balsa trees are native to the humid, endangered rainforests of Central and South America. One balsa tree produces approximately 128 square feet of average thickness/density balsa core.

In addition, ecologically, balsa is considered a nurse tree in the rainforest.

Whenever there is a gap in the rainforest canopy, the quick-growing balsa trees' large palmate leaves provide shelter from the tropical sun for slower-growing rainforest trees.

In recent years, Kerdyn™ recycled foam emerged as a sustainable alternative to balsa. Made from 100% recycled (post-consumer) plastic bottles, Kerdyn™ is also used to manufacture windmill blades due to its lightweight properties, low cost, and recyclability.

It takes about 150 plastic bottles to make one average 48-inch by 96-inch sheet of Kerdyn™ core. In addition to Boston Whaler, several other Brunswick boat-building facilities have exclusively used Kerdyn™ since 2019; all Brunswick fiberglass boat-building operations are expected to transition solely to Kerdyn™ by the end of 2021. Thanks to this conversion, Brunswick now absorbs approximately 4.7 million recycled plastic bottles annually in its boat manufacturing process, preserving 7,000 balsa trees each year, a 25% improvement on Brunswick's impact on natural carbon sinks prior to the use of PET bottles.

4.6 Environmental Compliance



Environmental Compliance Assessment Program

We introduced our first Environmental Compliance Assessment (ECA) Program in 2006, and have refined the process over time.

The purpose of the ECA Program is to provide a framework and process for the ongoing, systematic, and comprehensive review of facility operations and activities to ensure that Brunswick locations follow applicable federal, state, and local environmental regulations and Brunswick Environmental Management Standards. Included as part of the ECA Program is a process for ensuring the completion of corrective action plans to address identified issues and the assessment of the program under independent third-party oversight.



CREATING A SOCIALLY RESPONSIBLE WORKPLACE

Our business has deep ties to the local communities where we operate and where our employees, customers, suppliers, and their families live, work, and play. We draw great talent and support from these communities and seek to cultivate long-term relationships for our mutual benefit. Besides the economic benefits of our presence, we recognize that we also have a broader corporate citizenship responsibility to be good neighbors, and so we encourage Brunswick employees to be actively involved in our communities by participating in initiatives that contribute to a better local quality of life.

5.1 Community Involvement



Brunswick Foundation

The Brunswick Foundation was established in 1957. The Foundation was recently consolidated with the Brunswick Public Foundation and is now focused on conservation and community, supporting causes or projects that complement the interests and values of our Company.

The Foundation administers several programs and issues grants, including:

- The Sons and Daughters Scholarship Program, which awards single-year college scholarships to the children of Brunswick employees.
- The Dealer Sons and Daughters Scholarship Program, which awards single-year college scholarships to children of Brunswick Boat Dealers.
- The Dollars for Doers Program, which recognizes the volunteer efforts of Brunswick employees by issuing grants to 501(c)(3) organizations. The foundation awards grants to nonprofit organizations where an individual employee or group of employees has completed volunteer work, such as serving on a board of directors or participating in a fundraising event.
- Grants for marine conservation-focused initiatives including Alliance for Great Lakes, Ocean Conservancy, Shedd Aquarium, American Rivers, and FishAmerica, among others.

In addition, the Foundation has funded grants to address the urgent and unexpected needs of the community such as donations to the local children's hospital capital campaign and to natural disaster rescue and relief efforts.

5.1 Community Involvement

Alliance for the Great Lakes

American Red Cross

American Rivers

Boys and Girls Club of America

Equal Justice Initiative

Executive Leadership Council

FishAmerica Foundation

May Youth Foundation

My Block, My Hood, My City

Ocean Conservancy

Perry Institute for Marine Science

RIMTA Foundation Ronald
McDonald House

Salvation Army

Share Your Harvest

Shedd Aquarium

United Way

In 2020, Brunswick and its Foundation distributed grants to a variety of recipients focused on conservation and community. In addition, more than 60 children of Brunswick employees and dealers received educational scholarships.

Since 2016, Brunswick and its Foundation have awarded over U.S. \$1.9 million in grant donations to qualifying organizations, funding many successful marine conservation and community welfare initiatives. We have supported a variety of causes and projects that support our values and interests (see left).

Additionally, Brunswick employees around the globe regularly join forces with colleagues to support neighbors in need. In 2020, these activities included collecting and delivering toys, food, and other gifts to underprivileged families; building and improving residences for the homeless; donating unused computers and office equipment to local charities and schools; and gathering supplies for nearby senior citizens and veterans; among other volunteer and fundraising initiatives.

Supporting The Global Fight Against COVID-19

IMPLEMENTING SAFETY PROCESSES TO IMPROVE ENVIRONMENTAL AND SOCIAL RESPONSIBILITY

When the coronavirus outbreak first swept the globe, Brunswick supported the efforts to fight the pandemic. The Brunswick Foundation immediately donated to the Red Cross and Salvation Army relief efforts and manufactured personal protective equipment (PPE), which was donated to hospitals and first responders in the communities where Brunswick employees live and work. In addition, the Company matched employee contributions to the Red Cross Coronavirus Campaign.



As 2020 progressed, BBG used its upholstery manufacturing capability to manufacture and ship 15,000 masks to first responders and hospitals in three separate BBG communities. In addition, it manufactured extra masks for employees at several global facilities. By producing masks for its employees, BBG ensured that it did not deplete the supply chain of any masks that were needed for first responders.

Meanwhile, Brunswick's Mercury Marine division donated more than 11,000 masks to hospitals and emergency responders near its global headquarters in Fond Du Lac, Wisconsin.

Many of the Company's Power Products brands also pitched in to help: Marince produced electrical equipment used in mobile hospitals and temporary emergency treatment centers; Blue Sea Systems designed and produced arm-actuated door handles to eliminate hand touching at its Bellingham, Washington, facility; while Mastervolt designed and manufactured battery-powered systems to emergency vehicles and field hospitals.

Elsewhere, employees at Mercury Marine Racing and Power Products applied their 3D printing capabilities to make masks for hospitals in Wisconsin, while employees at the Company's whale facilities in Northern Ireland rapidly accelerated production of pumps that power hand sanitizer stations and shipped over 120,000 of these systems around the world in 2020.

Internally, Brunswick implemented measures to ensure the safety of employees, including providing PPE, temperature screening before work, and maintaining social distancing within all global facilities.

The Company continues to seek opportunities and respond to requests to support its local communities as the pandemic evolves.

5.2 Employer of Choice



75%

Health Assessment
Participation by 2023



< 1

reduce total
recordable incident rate
below 1 by 2022

BRUNSWICK | BOAT GROUP

At the close of 2020, we had 14,382 full-time employees. Over time, our employee benefits package has expanded to meet needs and expectations of employees.

For example, we include coverage for infertility treatments and paid parental leave. In an effort to expand our talent pool, Brunswick also invested in manufacturing automation and opened innovation labs in university and metropolitan areas. In early 2021, Forbes ranked Brunswick in the Top 10 for America’s Best Large Employers in America and number one in the Manufacturing and Engineering category. This employee-driven award is determined by an anonymous survey of employees and identifies companies that employees like to work for and would recommend to others.



5.3 Diversity and Inclusion

EMPLOYEES

Brunswick regular full-time employees total:

14,382

WOMEN

Two of four business units are led by women

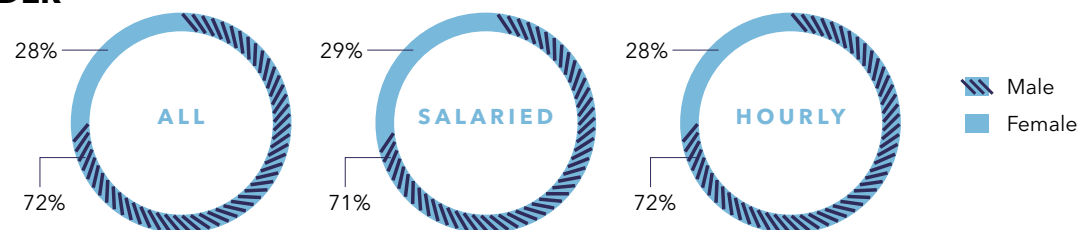
2 of 4

We are dedicated to enhancing the diversity of our workforce by finding talented people from different backgrounds with varied experiences.

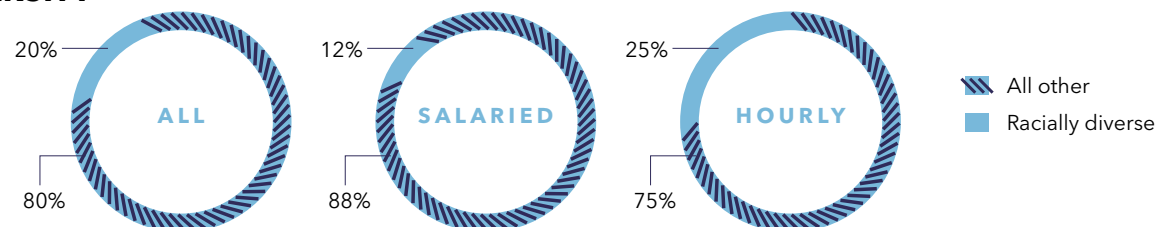
We embrace our diverse workplace by promoting a global, ethical, and respectful work culture. We believe our diverse workforce produces a human capital competitive advantage enabling our success. Forbes and Statista recognized our diversity efforts by identifying Brunswick as one of the Best Employers for Diversity for the second consecutive year.

Brunswick employee demographics in 2020:

GENDER



DIVERSITY



5.3 Diversity and Inclusion

“



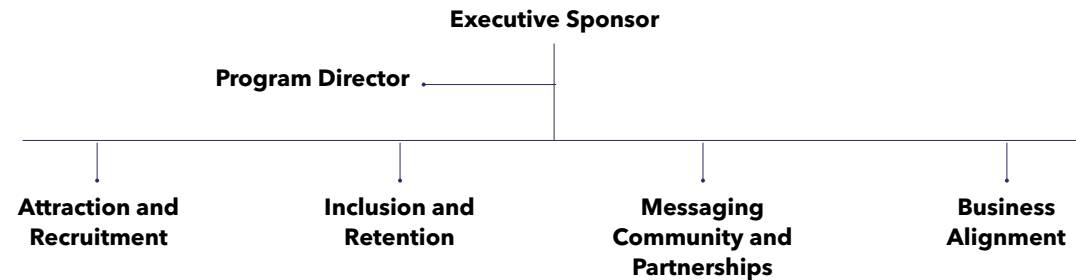
Brunswick has made a commitment to corporate social responsibility, creating opportunities for diversity and inclusion throughout the marine industry. I want to do business with companies who not only share the same values that I do but take action on them – and Brunswick has the ability to create positive change in our world.”

RONNIE GREENE

Host of A Fishing Story and a Mercury Marine-sponsored TV host

DIVERSITY, EQUITY, AND INCLUSION (DEI) TEAM

In 2020, Brunswick created a Diversity, Equity, and Inclusion (DEI) Team with executive-level sponsorship. The DEI Team designs programs and initiatives that drive progress to ensure DEI becomes more clearly visible and firmly embedded in workplace culture. The initiative operates under four governance pillars including: attraction and recruitment; inclusion and retention; messaging, community and partnerships; and business alignment.



With the goal of making DEI a reflexive part of our business processes and behaviors, the DEI Team focuses primarily on three strategic outcomes in creating programming under its strategic plan and priorities. First, identifying programs to ensure sustained improvement of our diverse employee populations, especially among our underrepresented groups. Next, includes initiatives to measure and increase engagement amongst an increasingly diverse workforce. Third, centers on community engagement to carry our internal DEI work externally in support of the communities where we live and work.



Brunswick's Commitment To Racial Justice And Equality

SUPPORTING DIVERSITY AND INCLUSION



In the summer of 2020, we implemented a series of actions laying the groundwork for future, sustained change toward racial equality, including the following initiatives:

- Establishing an internal DEI Team to influence our actions and collectively drive progress across our enterprise
- Supporting scholarship programs to increase educational opportunities for young Black women and men through the Executive Leadership Council
- Established the Brunswick Black Professionals employee resource group
- Confirmed our support for diversity by signing the “Pledge for Diversity and Inclusion” (joining over 1,000 major companies around the world in a promise to work together to advance diversity and inclusion in the workplace)

Our DEI Team implemented a structure that aims to communicate our behaviors and business processes across four core pillars:

- **Attraction and recruitment:** How we ensure we attract a diverse workforce and promote fair hiring practices
- **Inclusion and retention:** How we raise awareness of identity in the workplace and cultivate an inclusive community
- **Messaging, community, and partnerships:** How we leverage our brand and voice for change both internally and externally, and improve the communities in which we live and work
- **Business alignment:** How we ingrain and reinforce DEI throughout our business processes

Through those pillars, the DEI Team is focused on foundational projects and awareness-building activities that increase the diversity of our underrepresented workforce, enhance employee engagement, and positively impact our communities.

5.4 Occupational Safety

20%↓

Total recordable incident rate decreased by 20% from 2.42 in 2019 to 1.94 in 2020

DART

We have also demonstrated considerable improvement in lost-time incident and Days Away, Restricted or Transferred (DART) rates^{15, 16}

We embrace the principle that all workplace injuries and illnesses can be prevented and we promote a strong team culture where safety is everyone's responsibility.

Our global recordable incident rate is considerably lower than the U.S. Bureau of Labor Statistics benchmarks for similar businesses and operations and has steadily improved for more than a decade. Our goal is to achieve zero incidents and injuries and we foster an environment that is committed to continuous improvement with a strong emphasis on understanding and proactively addressing potential risks in our business and operations. In 2020, our continual improvement yielded a total recordable incident rate of 1.94, a record low for Brunswick.

The Brunswick SMS is our formal, organization-wide approach to managing safety risk in the workplace and assuring the effectiveness of risk mitigation and controls. Designed to 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 format is specifically fashioned from the ANSI Z10 standard for occupational safety and health management systems.

We use our SMS to manage potential work-related hazards that pose a risk of high consequence of potential injury. The implementation of both processes and systems that meet SMS criteria result in less frequent and less severe work-related incidents and injuries.

¹⁵All rates are calculated based on 200,000 hours worked.

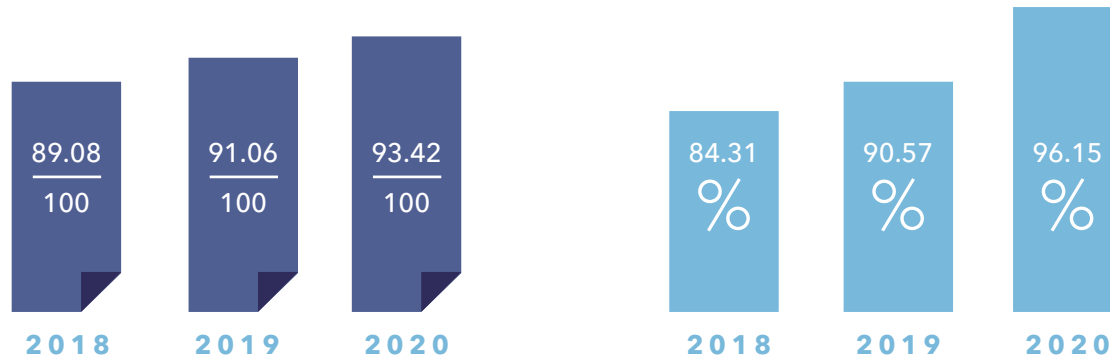
¹⁶The calculated rates include data from all facilities including data on temporary workers.

5.4 Occupational Safety

BRUNSWICK SAFETY MANAGEMENT FACILITY SCORES

Average Safety Management System (SMS) Score of all Facilities

Percentage of Facilities with SMS Scores of 85 or Higher



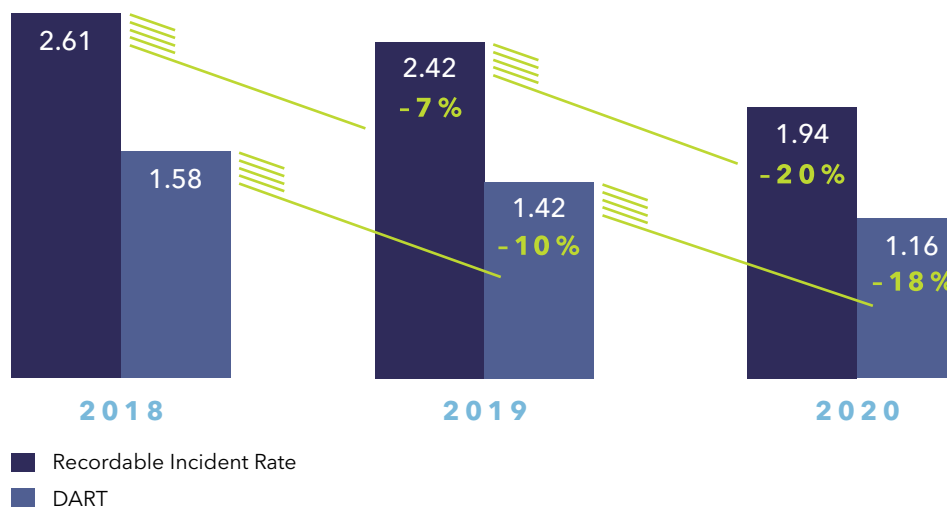
SMS SYSTEM SCORES

Brunswick's SMS system scores facilities on a 100-point scale on the indicators below:



- Management Leadership & Employee Participation
- Planning and Assessment
- Implementation and Operation
- Monitoring and Evaluation
- Management Review

RECORDABLE INCIDENT RATE AND DART RATE



Brunswick Incident Rates*¹⁷

*See Appendix for actual rates per year

¹⁷ 2019 rates were adjusted retrospectively according to recorded date of injuries as of December 31, 2019.

5.5 Product and Customer Safety



In addition to workplace safety, we prioritize customer and end user safety.

Our products are manufactured to comply with a variety of compulsory and voluntary standards relating to emissions, safety, and quality.

For example, every Brunswick boat is manufactured in compliance with U.S. Coast Guard regulations, as well as voluntary standards implemented by the American Boat and Yacht Council (ABYC) and National Marine Manufacturer's Association (NMMA). Our products are also manufactured in compliance with international regulations specific to the global market into which they are sold. Every year, we sponsor engineers and compliance specialists (400 in 2021) for certification as NMMA compliance specialists.

5.5 Product and Customer Safety



“

We have a Do-The-Right-Thing approach that prevails in all of our decision making...We are committed to building safe, reliable and compliant products.”

DAVE MARLOW

Director of Product Integrity/
Government Affairs
Brunswick Corporation



2020 NATIONAL BOATING INDUSTRY SAFETY AWARDS:



Sea Ray was recognized for its comprehensive holiday social media and email campaigns that promoted responsible boating and water safety.

FREEDOM BOAT CLUB®

Freedom Boat Club was honored for its adoption of a network-wide Sober Skipper campaign where Freedom Boat Club dock staff work one-on-one with club members to designate both a sober skipper and an official lookout/observer.

In addition to manufacturing safe and compliant products, we promote on-water safety. Freedom Boat Club (FBC) sponsors boater education and safety by training new and legacy members regarding the safe use and operation of its fleet. This complimentary training includes classroom and on-water training activities. Members must complete a training course before reserving their first boat. We believe that the shared access model of FBC will significantly attract new consumers eager to experience recreational boating and this group of boaters will be educated on safe boating practices.



CORPORATE GOVERNANCE

Governance is an essential element of our ESG programming. In this report, we limit the scope of reporting because many governance elements are reported through other means, including the annual Proxy Statement, Form 10-K, various regulatory filings, and Brunswick's Code of Conduct (Code).

6.0 Corporate Governance



We are committed to conducting business with integrity. Our Code of Conduct (Code) serves as a practical employee guide for conducting business with integrity.

The Code covers a wide range of topics articulating our values and promoting legal compliance by educating employees in areas such as handling inside information, product safety, product quality, and anti-corruption. These policies apply to all Brunswick employees and, to the extent applicable, to our board of directors, vendors, suppliers, and agents.

Brunswick has pledged to be the innovation leader in the recreational marine industry. Our dedication to innovation is in part reflected by our investment in Research and Development (R&D). Over the last decade, our marine R&D expenditures have increased annually, reaching U.S. \$126 million in 2020 and more than U.S. \$680 million since 2015.

The effectiveness of the Company's R&D investments is further evidenced by over 300 granted patents across our marine operations since 2017, a record pace for the Company. The number of granted patents reflect our commitment to expand our technology portfolio. We seek to develop and offer innovative customer solutions and Brunswick successfully translated these technological advances into new and improved products that have met with strong commercial success.

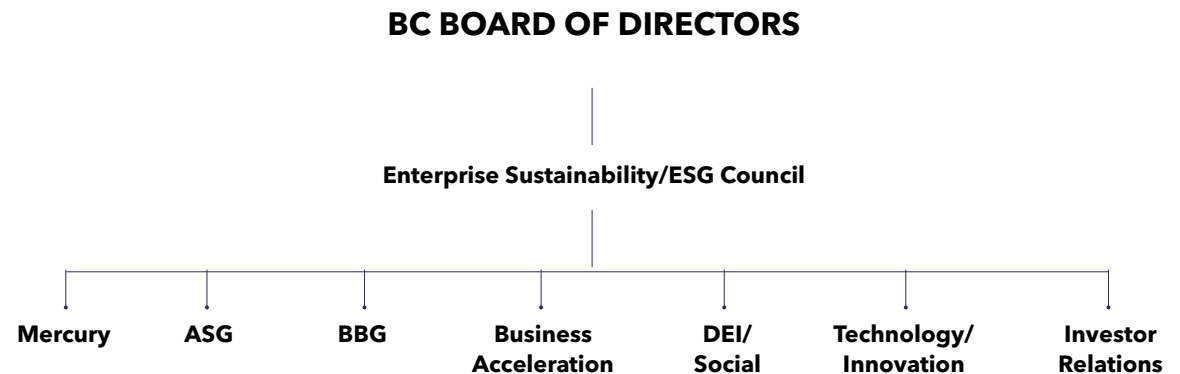
6.1 ESG Governance Framework



Our ESG program is governed by an ESG Council comprised of senior Brunswick leaders.

Each business is represented at the Council along with functional leadership. The Council is responsible for setting corporate goals, establishing KPIs, and coordinating and sharing best practices. The Council is accountable to the Brunswick Board of Directors.

Our Annual Report and Proxy Statement include detailed explanations of the Company's governance structure.¹⁸



¹⁸ All references to the governance documents can be found in Section 6.4

6.2 Research and Development



PRODUCT GOALS

80% ↓

reduced emissions of
outboard engines by 2025
from 2007



↑ 10K

+10,000 installations of
battery-powered gasoline
generator alternatives (for
marine and RV products)
installed by year end 2023



Brunswick is committed to innovation and inspiration on the water, providing customers with advanced and intuitive products.

We seek to improve our competitive position and influence the growth and development of our industry in all our segments and functions by continuously investing in R&D to drive innovation in our products and manufacturing technologies and to support the introduction of new, groundbreaking product and process technologies.

The Company has over 750 engineers, technologists, and support personnel dedicated to technology development and refinement. Most of our resources are based in technology Centers of Excellence focused on propulsion, vessel design, and advanced systems with active programs that enable cooperative development to deliver seamless, fully integrated solutions. Further, Brunswick has (over the last several years) progressively worked closely with academic institutions to tap into this rich source of creativity, including our research lab at the University of Illinois Research Park.

Brunswick's strong emphasis on advanced technology was recently featured in its debut at the 2020 Consumer Electronics Show (CES), where the Company was recognized among technology leaders beyond the marine industry.

6.2 Research and Development

WIRED

“

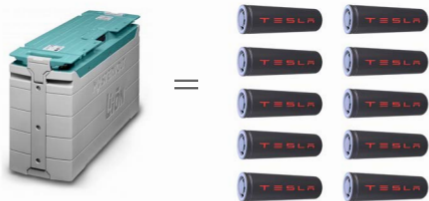
The onboard lithium-ion battery pack takes the place of an internal gas generator and powers all the boat's accessory systems, shutting off devices when they're not needed and recharging when the gas motor is running. Boats use a ton of power—the SLX-R would need the equivalent of 10 Tesla batteries to operate the actual motors—and the power system manages it all, to make sure that boaters get home safely at the end of the day.”

WIRED MAGAZINE

Brunswick introduced and demonstrated a suite of technologies that we believe have the potential to define the future of boating. With advanced, fully integrated propulsion, boats, and parts and accessories—such as sophisticated sensor and communications technology, closed-loop optimization of fuel economy, emission control, and stability—supported by intuitive control systems and operator assistance and intervention features, we believe our Company's investment in technology and shared access will further enhance sustainable boating enjoyment and safety.

Brunswick continues to develop and invest in solutions to enhance boater experiences, both by advancing the efficiency and capabilities of our core product lines and through our ACES (Autonomy, Connectivity, Electrification, and Shared Access) strategy.

- **Autonomy:** Through internal developments and partnerships with MIT, Sea Machines, TechNexus, and others, Brunswick is advancing augmented boat operation.
- **Connectivity:** A suite of connected technologies, including NAUTIC-ON and VesselView Mobile systems.
- **Electrification:** Mastervolt's Fathom e-Power System includes a high-capacity lithium-ion battery pack with an intuitive power management system capable of powering all of the boat's accessory systems as an alternative to a fuel-powered generator.
- **Shared Access:** Provides an alternative to ownership. Freedom Boat Club, which Brunswick acquired in 2019, is the largest boat club in the world, allowing those who do not own a boat to enjoy the boating experience.



Brunswick's Autonomy, Connectivity, Electrification, Shared Access (ACES) strategy generates groundbreaking Fathom e-power system

INTUITIVE FATHOM E-POWER SUPPORTS A SUSTAINABLE LIFESTYLE



The Fathom e-Power system, introduced in 2020 on the Sea Ray SLX-R 400e Outboard model, replaces a traditional gas-powered generator with a first-of-its-kind boat electrification feature. The Fathom system includes a high-capacity lithium-ion battery pack with an intuitive power management system to power the boat's accessory systems for a longer, quieter, and more eco-friendly day on the water.

The SLX - R 400e Outboard effectively created "a new category of day boat" with "the goal to design an electrical-energy system that does away with a generator so we could provide a silent, emissions-free experience," according to Brunswick CEO David Foulkes.



This system is an example of Brunswick's dedication to sustainable product design while providing access to energy for its customers.

6.3 Business Ethics

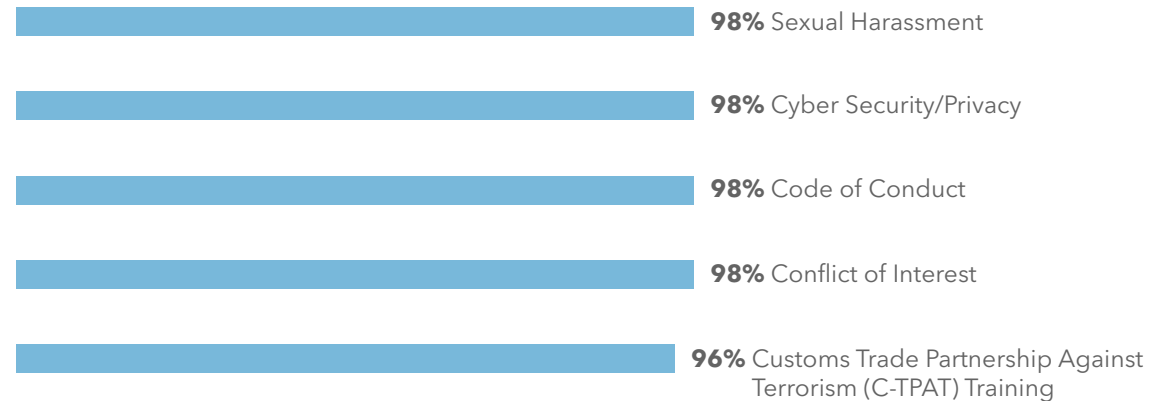


In 2020, completion rates for all salaried training met or exceeded 96%. Local management hosts additional training for hourly employees, including anti-harassment and discrimination topics.

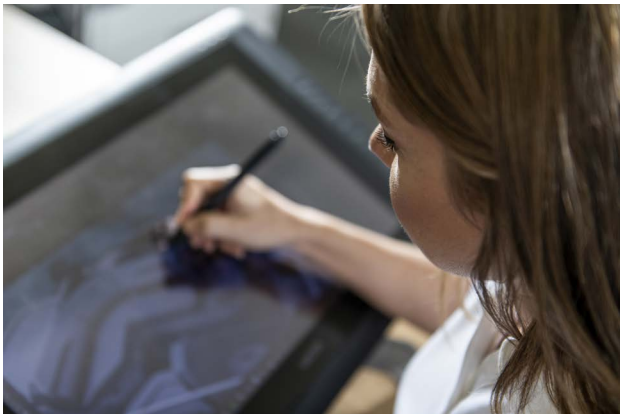
The Code serves as a practical guide for our employees and stakeholders to support our commitment to integrity and to act responsibly. All employees participate in mandatory Code training annually.

Brunswick provides training regarding Code principles to all full-time, salaried employees. Training occurs at least twice per year, including on Conflicts of Interest and the Code itself. In addition, we regularly offer anti-harassment, cybersecurity, customs/trade (C-TPAT), and data privacy training.

COMPLETION RATES FOR 2020 ETHICS TRAINING CAMPAIGNS



6.3 Business Ethics



To maximize transparency, Brunswick published the following documents related to governance and policies on our website:

Policies and Guidelines¹⁹

- **Insider Trading and Unauthorized Disclosures**

This policy sets forth Brunswick's expectations regarding trading in Brunswick stock and unauthorized disclosure of material corporate information.

- **Conflict Mineral Policy**

Brunswick is taking steps to develop and implement a policy with the ultimate goal of eliminating the use of cassiterite (tin ore), wolframite (tungsten ore), coltan (tantalum ore), and gold, or their derivatives, whose extraction or trade supports conflict in the Democratic Republic of Congo or adjoining countries, and/or contributes to inhumane treatment, including human trafficking, slavery, forced labor, child labor, torture, and war crimes in the region.

- **Conflict of Interest Policy**

The purpose of this Policy is to set forth procedures for identifying and disclosing potential actual or perceived conflicts of interest including Company, employee, family, family members, and/or significant others.

- **Ethics Code of Conduct**

Brunswick's Ethics Program assists employees in acting with integrity and applying the spirit of the Code.

- **Related Person Transaction Policy**

This policy sets forth the requirements for disclosure, review and approval of any potential related party transaction.

¹⁹Brunswick, Policies, Practices & Standards

6.3 Business Ethics

- **Supplier Code of Conduct**

Brunswick's Supplier Code of Conduct applies to suppliers, vendors, and other third parties who provide services or supplies to Brunswick and our global divisions, subsidiaries, and affiliates in acceptable environmental standards.

- **Whistleblower Policy**

This policy requires reporting of illegal and unethical behavior, and provides a variety of means to do so.

- **Code of Ethics for Senior Financial Officers and Managers**

This policy sets forth expected ethical behavior of our senior financial officers and managers and requires affirmation of compliance with laws, rules, and regulations.

- **Anti-Corruption**

Brunswick prohibits corruption and the payment of bribes or kickbacks of any kind, whether in dealings with public officials or individuals in the private sector. Brunswick is committed to observing the standards of conduct set forth in the United States Foreign Corrupt Practices Act (FCPA) and the applicable anti-corruption laws of the countries in which we operate.

Governance²⁰

- **Audit and Finance Committee Charter**

This committee oversees, among other things, our accounting, auditing, and reporting practices, our internal and external auditors, the quality and integrity of our financial statements and disclosures, our information technology and cybersecurity programs, and related risks and compliance.

- **Nominating and Corporate Governance Committee Charter**

This committee oversees, among other things, the governance of the Corporation, ESG programming, director nominations, operations of the Board and its Committees.

- **Human Resources and Compensation Committee Charter**

This committee, among other things, discharges the Board's responsibilities relating to (i) compensation of the Corporation's executives, (ii) management development and (iii) executive benefits.

- **Principles and Practices of the Board of Directors**

Principles have been established for the Board of Directors to assist it in the performance of its duties and the exercise of its responsibilities including objective, procedural voting, and independence.

²⁰ Brunswick, Governance Documents, www.brunswick.com/investors/corporate-governance/governance-documents

FUTURE PLANS



7.0 Future Plans



Consistent with our sustainability mission, we aim to drive continuous improvement in our ESG endeavors across the enterprise with a focused set of strategic initiatives that include the following:

ENERGY

- Seek opportunities to transition to renewable sources of electricity when justified with a goal to source 50% of our electricity needs from renewable sources by 2030
- Target 10% less energy consumption by 2022 (from 2016 baseline)
- Pursue energy conservation measures aligned with business improvement targets and facility expansion plans
- Continue to employ best-in-class technology, equipment, and design

ENVIRONMENT

- Drive process-water conservation through usage reduction and process-water reuse, recycling, and filtration and reduce annual water consumption by 25% by 2025 (from 2016 baseline)
- 100% of aluminum Boat Group facilities zero-waste to landfill by 2022

7.0 Future Plans

- Expand recycling programs at all facilities worldwide and eventually eliminate landfill waste disposition
- Employ technology to model virtual product and component testing to minimize physical on-water testing
- Target low emission material formulations and technologies to reduce emissions and employee exposure

PRODUCT

- Complete conversion from balsa wood to Kerdyn™ product in fiberglass manufacturing
- Advanced Systems Group will install more than 10,000 battery powered gasoline generator alternatives (for marine and RV products) by year end 2023
- Mercury Marine will reduce emissions of outboard engines by 80% by 2025 (from 2007 baseline)
- Increase recycled content in line with product quality and business improvement goals
- Continue to advance our consumer-driven product development processes to address key areas of value to enhance the overall boating experience, including lower emissions and greater efficiency
- Commit to pursuing longer-term, industry-defining technology solutions and boater education programs consistent with our SDG goals to address these growing industry issues such as invasive species control and packaging waste

PEOPLE

- Drive continuous improvement in employee safety and wellness
- Actively promote boating safety and awareness through education, experience, and technology development
- Develop and promote active community support programs
- Generate sustained, continuous improvement in employment of underrepresented employee populations
- Additional Diversity, Equity and Inclusion training for all employees by 2022

GOVERNANCE

- Maintain and fortify the highest standards of corporate governance
- Board committee oversight of Company ESG reporting and disclosures



ABOUT THIS
REPORT

8.0 About this Report



Scope of this Report

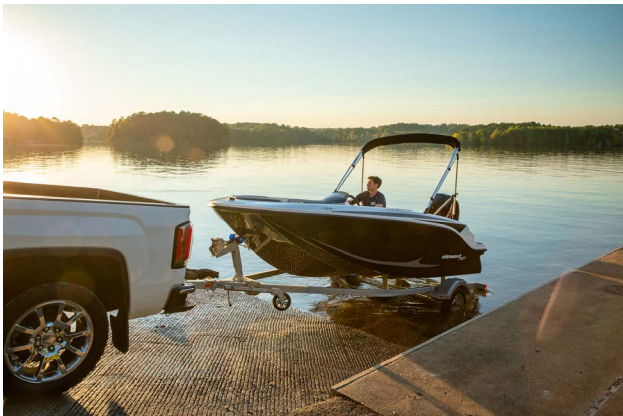
This report highlights the 2020 sustainability performance of Brunswick Corporation.

We prepared this report in the context of a detailed materiality assessment and concentrated our efforts on the resulting stakeholder priorities. Environmental data presented throughout the report covers all major Company operations except for small and mostly international facilities as well as our most recent acquisitions (which are also expected to be small contributors). The data on waste only refers to hazardous waste as non-hazardous waste streams are not currently consistently measured and characterized at most of our facilities. Our safety data applies to all facilities and employees. Our other employee-related data only applies to full-time employees because they represent more than 95% of our employee base. In the case of ethnic diversity, we include U.S. facilities only due to certain privacy-related reporting restrictions in some international locations. A detailed list of facilities can be found in Appendix A.

Unless otherwise indicated, we generally provide data and information for year 2020 and compare it to the year 2019 and in some cases 2018.

Certain statements in this Sustainability 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, forecast, estimate, believe, predict, outlook, and similar expressions are intended to identify forward-looking statements.

8.0 About this Report



Similarly, statements that describe or refer to future expectations, future plans, strategies, objectives, outlooks, targets, guidance, commitments, or goals are also forward-looking statements. Forward-looking statements are not guarantees of future performance and involve certain risks and uncertainties that may cause actual results, including the pursuit or continuation of any program, policy, or initiative discussed or forecasted in this report, to differ materially from expectations. 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 report.

Reporting Framework and Assurance

We are committed to expanding our reporting coverage and transparency over time. This report is prepared in accordance with the GRI Standards, Core-option.

Our key sustainability data and processes have been reviewed by the Company's internal audit organization.

Availability of this Report

This is our second enterprise-wide Sustainability Report. It was published in March 2021 and is available in digital format at www.brunswick.com/corporate-responsibility/sustainability. Sustainability related topics are also reflected in our Annual Report and Proxy Statement. These documents are published at www.brunswick.com/investors.

APPENDIX



8.1 Appendix A: Data Tables

DATA TABLES

ENERGY	2018	2019	2020
Total Energy Consumption (TJ)	1,879.8	1,801.5	1,641.4
Electricity Consumption (TJ)	632.0	605.6	571.8
Fuel Consumption (TJ)	1,247.8	1,195.9	1,069.6
Energy intensity Total (GJ / net sales U.S. \$ million)	456.2	438.5	377.5
Electricity intensity	153.4	147.4	131.5
Fuel intensity	302.8	291.1	246.0

EMISSIONS	2018	2019	2020
GHG emission from operations total (metric tons CO₂e)	172,597	166,292	151,694
GHG emissions by Scope (metric ton CO₂e)			
Scope 1 absolute	58,162	56,642	48,576
Scope 2 absolute	114,435	109,650	103,118
GHG emissions intensity total (metric tons CO₂e / net sales U.S. \$ million)	41.9	40.5	34.9
Scope 1 intensity	14.2	13.8	11.2
Scope 2 intensity	27.7	26.7	23.7
Volatile Organic Compounds (VOC) Emissions			
VOC emissions total (metric tons)	783.0	626.0	501.4
VOC emissions intensity (metric tons / net sales U.S. \$ million)	0.19	0.15	0.12

8.1 Appendix A: Data Tables

DATA TABLES

WATER	2018	2019	2020
Water usage total (million liters, MI)	598.3	520.3	454.9
Water Intensity (MI / net sales U.S. \$ million)	0.15	0.13	0.10

HAZARDOUS WASTE	2018	2019	2020
Hazardous waste total (metric tons)	305.0	256.8	224.6
Hazardous waste intensity (kg / net sales U.S. \$ million)	74.0	62.6	51.7
Hazard waste categories (metric tons)			
Landfill	96.0	89.8	93.3
Fuel blender	165.0	106.5	67.5
Incinerator	44.0	38.8	27.5
Recycling	0	16.7	18.5
On-Site recycling	0	6.2	9.2
Wastewater treatment	0	0	8.7

OCCUPATIONAL SAFETY	2018	2019	2020
Recordable Incident Rate	2.61	2.42	1.94
Lost-Time Incident Rate	0.46	0.43	0.36
Days away, Restricted, or Transferred (DART)	1.58	1.42	1.16

8.2 Appendix B: Scope of the ESG Report

8.2.1 B.1 FACILITY LIST²¹

- Not relevant to this facility x Data is included in calculations o Information is not collected

FACILITY LIST	ENVIRONMENT											SOCIAL							
	Energy					GHG Emissions		Water	Hazardous Waste		VOC	Diversity			Occupational Safety				Health & Welfare
	Electricity	Nat. Gas	Gasoline	Diesel	Propane	S1*	S2*		Total	By disposal method		Age	Gender	Ethnic	Record. Incident Rate	Lost-Time Incident Rate	DART	Record. Incidents by type	"Be Your Best"
Atlanta, GA*	x	x	-	-	-	o	o	x	-	-	-	x	x	x	x	x	x	x	x
Bellingham, WA	o	o	-	-	-	o	o	o	x	x	-	x	x	x	x	x	x	x	x
Brookfield, WI	x	x	-	-	-	o	o	x	x	x	-	x	x	x	x	x	x	x	x
Clarkston, WA	x	x	-	-	-	o	o	x	x	x	-	x	x	o	x	x	x	x	x
Clinton Township, MI	x	x	-	-	-	o	o	o	-	-	-	x	x	x	x	x	x	x	x
Dandridge, TN	x	x	-	-	-	o	o	o	-	-	o	x	x	o	x	x	x	x	x
Eagan, MN	x	x	-	-	-	x	x	o	-	-	-	x	x	x	x	x	x	x	x
Edgewater, FL	x	x	x	x	x	x	x	x	x	x	x	x	x	o	x	x	x	x	x
Fond du Lac, WI	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x
Fort Wayne, IN	x	x	x	x	x	x	x	x	x	x	-	x	x	o	x	x	x	x	x
Fresno, CA*	x	o	-	-	-	o	x	o	x	x	-	x	x	x	x	x	x	x	x
Grand Rapids, MI	x	x	-	-	-	x	x	o	-	-	-	x	x	x	x	x	x	x	x
Greenville, TN	x	x	-	-	-	x	x	x	x	x	o	x	x	o	x	x	x	x	x
Houston, TX	x	o	-	-	-	o	x	o	-	-	-	x	x	x	x	x	x	x	x
Kansas City, MO	x	x	-	-	-	x	x	o	-	-	-	x	x	x	x	x	x	x	x
Kent, WA	x	x	-	-	x	x	x	o	-	-	-	x	x	x	x	x	x	x	x
Lake Suzy, FL	x	o	-	-	-	o	x	o	x	x	-	x	x	x	x	x	x	x	x
Largo, FL	o	o	-	-	-	o	o	o	x	x	-	x	x	x	x	x	x	x	x
Lebanon, MO	x	x	-	-	-	x	x	x	x	x	x	x	x	o	x	x	x	x	x

²¹ Facilities denoted by * represent Mercury Marine distribution centers that are combined with Land N' Sea operations.

8.2.1 B.1 FACILITY LIST

- Not relevant to this facility x Data is included in calculations o Information is not collected

FACILITY LIST	ENVIRONMENT											SOCIAL							
	Energy					GHG Emissions		Water	Hazardous Waste		VOC	Diversity			Occupational Safety				Health & Welfare
	Electricity	Nat. Gas	Gasoline	Diesel	Propane	S1*	S2*		Total	By disposal method		Age	Gender	Ethnic	Record. Incident Rate	Lost-Time Incident Rate	DART	Record. Incidents by type	"Be Your Best"
Memomonee Falls, WI	o	o	-	-	-	o	o	o	x	x	-	x	x	x	x	x	x	x	x
Merritt Island, FL	x	x	x	x	-	x	x	x	x	x	x	x	x	o	x	x	x	x	x
Miramar, FL	x	o	-	-	-	o	x	o	x	x	-	x	x	x	x	x	x	x	x
New York Mills, MN	x	x	-	-	-	x	x	x	x	x	x	x	x	o	x	x	x	x	x
Norfolk, VA	x	x	-	-	-	x	x	o	x	x	-	x	x	X	x	x	x	x	x
Old Lyme, CT	x	x	-	-	x	x	x	o	x	x	-	x	x	X	x	x	x	x	x
Oshkosh, WI	x	x	x	x	-	x	x	x	x	x	-	x	x	X	x	x	x	x	x
Panama City, FL	x	x	x	x	-	x	x	o	x	x	-	x	x	X	x	x	x	x	x
Pompano Beach, FL	x	o	-	-	-	o	x	o	x	x	-	x	x	X	x	x	x	x	x
Reno, NV	o	x	-	-	-	x	o	o	x	x	-	x	x	x	x	x	x	x	x
Shreveport, LA	x	x	-	-	-	x	x	x	x	x	-	x	x	X	x	x	x	x	x
INTERNATIONAL																			
Amsterdam, Netherlands	o	o	-	-	-	o	o	o	-	-	-	x	x	o	x	x	x	x	o
Auckland, New Zealand	x	o	-	-	-	o	x	o	-	-	-	x	x	o	x	x	x	x	o
Auckland, New Zealand	o	o	-	-	-	o	o	o	-	-	-	x	x	o	x	x	x	x	o
Auckland, New Zealand	o	o	-	-	-	o	o	o	-	-	-	x	x	o	x	x	x	x	o
Bangor, Northern Ireland	x	x	-	-	-	x	x	o	-	-	-	x	x	o	x	x	x	x	o
Brisbane, Australia	o	o	-	-	x	o	o	o	-	-	-	x	x	o	x	x	x	x	o
Burnaby, Canada	o	o	-	-	-	o	o	o	-	-	-	x	x	o	x	x	x	x	o
Coomera, Australia	x	o	-	-	-	o	x	o	-	-	-	x	x	o	x	x	x	x	o

The facility list is comprised of mostly small and international locations. S1 and S2 stand for Scope 1 and Scope 2 emissions. Facilities denoted by * represent Mercury Marine distribution centers that are combined with Land N' Sea operations.

8.2.1 B.1 FACILITY LIST

- Not relevant to this facility x Data is included in calculations o Information is not collected

FACILITY LIST	ENVIRONMENT											SOCIAL							
	Energy					GHG Emissions		Water	Hazardous Waste		VOC	Diversity			Occupational Safety				Health & Welfare
	Electricity	Nat. Gas	Gasoline	Diesel	Propane	S1*	S2*		Total	By disposal method		Age	Gender	Ethnic	Record. Incident Rate	Lost-Time Incident Rate	DART	Record. Incidents by type	"Be Your Best"
Dandenong, Australia	x	o	-	-	-	o	x	o	-	-	-	x	x	o	x	x	x	x	o
Heerenveen, Netherlands	o	o	-	-	-	o	o	o	-	-	-	x	x	o	x	x	x	x	o
Juarez, Mexico	o	o	-	-	-	o	o	o	-	-	-	x	x	o	x	x	x	x	o
Juarez, Mexico	x	x	-	-	-	x	x	x	-	-	-	x	x	o	x	x	x	x	o
Langley, Canada	x	x	-	-	-	x	x	o	-	-	-	x	x	o	x	x	x	x	o
Mercury Marine Offices, Malaysia	x	o	o	o	o	o	x	o	o	o	o	x	x	o	o	o	o	o	o
Mercury Marine Offices, Netherlands	x	x	-	-	-	x	x	x	-	-	-	x	x	o	x	x	x	x	o
Mercury Marine Offices, Singapore	x	o	o	o	o	o	x	o	o	o	o	x	x	o	x	x	x	x	o
Milton, Canada	x	x	-	-	-	x	x	x	-	-	-	x	x	o	x	x	x	x	o
Oakville, Canada	o	o	-	-	-	o	o	o	-	-	-	x	x	o	x	x	x	x	o
Palcoa, Brazil	o	o	-	-	-	o	o	o	-	-	-	x	x	o	x	x	x	x	o
Petit-Rechain, Belgium	x	x	-	-	-	x	x	x	-	-	-	x	x	o	x	x	x	x	o
Princeville, Canada	x	x	-	-	-	x	x	o	-	-	-	x	x	o	x	x	x	x	o
Reynosa, Mexico	o	o	-	-	-	o	o	o	-	-	-	x	x	o	x	x	x	x	o
Singapore	o	o	-	-	-	o	o	o	-	-	-	x	x	o	x	x	x	x	o
Steinbach, Canada	x	x	-	-	-	x	x	o	-	-	-	x	x	o	x	x	x	x	o
Suzhou, China	x	x	-	-	-	x	x	x	-	-	-	x	x	o	x	x	x	x	o
Victoria, Canada	o	o	-	-	-	o	o	o	-	-	-	x	x	o	x	x	x	x	o
Vila Nova de Cerveira, Portugal	o	o	-	-	-	o	o	o	-	-	-	x	x	o	x	x	x	x	o
Whale, United Kingdom	x	x	-	-	-	x	x	o	-	-	-	x	x	o	x	x	x	x	o

The facility list is comprised of mostly small and international locations. S1 and S2 stand for Scope 1 and Scope 2 emissions. Facilities denoted by * represent Mercury Marine distribution centers that are combined with Land N' Sea operations.

8.2.2 B.2 SPECIFIC SCOPE PER KPI

TEMPORARY WORKERS

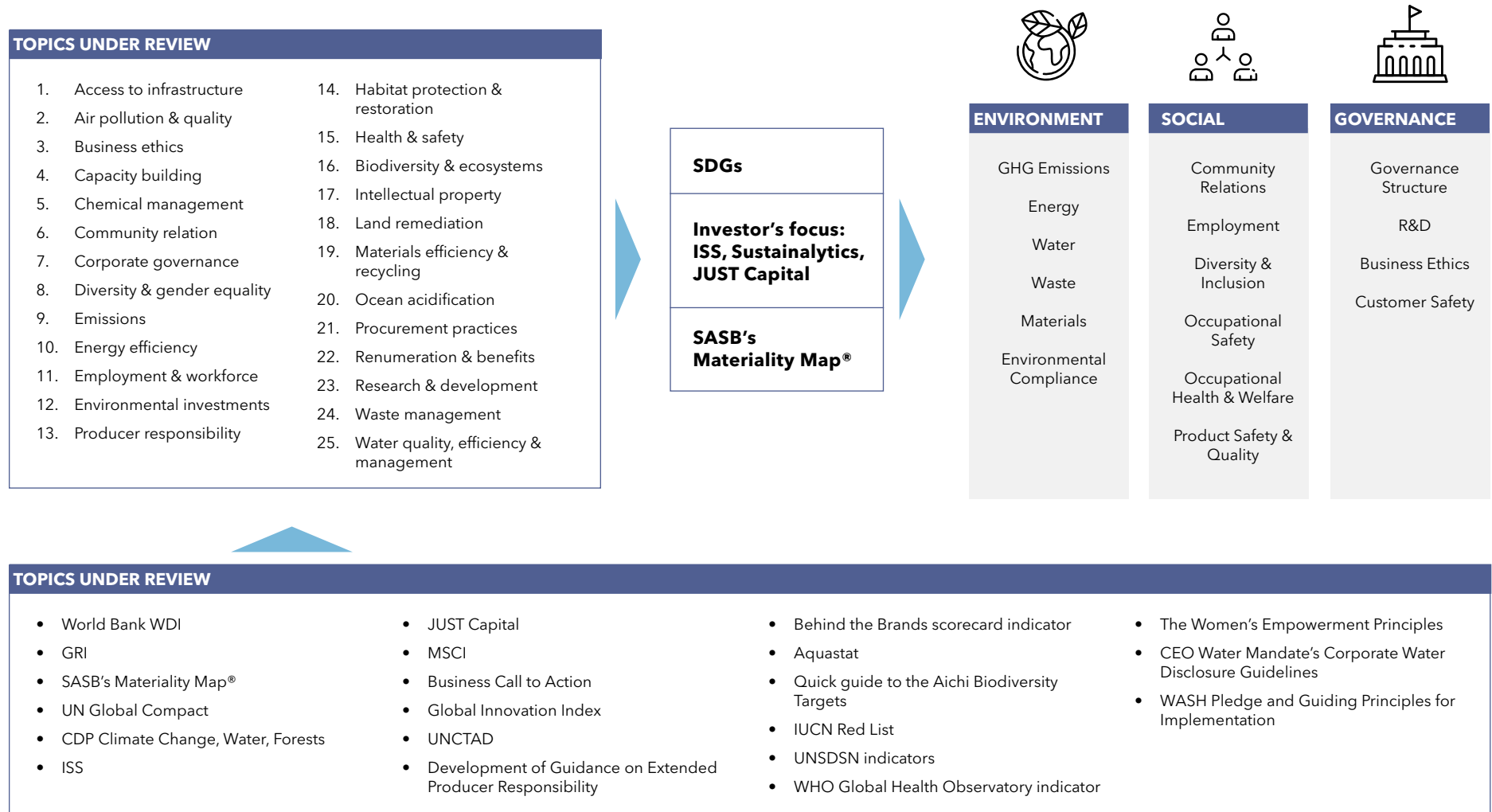
Note that (other than safety) all other employee related stats exclude temporary workers. In our business they are a relatively small population and are typical seasonal.

OTHER OUT-OF-SCOPE CATEGORIES AND RATIONALE	Items Out of Scope/Changes from 2019 Report	Reason
Energy Consumption	Small and mostly international facilities and recent acquisitions (Includes gas, diesel, and propane into facility-level calculations)	Only account for small amounts of energy consumption.
GHG Emissions	Small and mostly international facilities and recent acquisitions (Includes gas, diesel, and propane into facility-level calculations)	Contribution to overall GHG is very small.
Water	Small and mostly international facilities and recent acquisitions	Contribution to overall water consumption is very small.
Waste		
Hazardous Waste	Small and mostly international facilities and recent acquisitions	Inconsistent international VOC and waste classifications. Contribution to overall hazardous waste generation is very small.
Non-hazardous Waste	Most facilities	Need to establish processes to measure and characterize non-hazardous waste consistently across all facilities.
Employee Diversity	Seasonal, temporary and contract personnel	No data available, impact is limited since it only is 4% of FTE.
Employee Diversity - Racial Diversity	International facilities	No data available on racial background for facilities outside the United States.
Occupational Health and Welfare	Seasonal workers	No data available, impact is limited since it only is 4% of FTE.

8.3 Appendix C: Detailed Information and Reporting Principles

8.3.1 C.1 MATERIALITY ASSESSMENT

TABLE 1: PROCESS OUTLINE OF MATERIALITY ASSESSMENT



8.3.1 C.1 MATERIALITY ASSESSMENT

TABLE 2: RESULT OF MATERIALITY ASSESSMENT BY PILLAR AND RELATED SDGs

The following table maps the result of our materiality assessment against our four pillars and the related UN Sustainable Development Goals.





Four pillars	Material topics	Targets	Relevant SDGs
ENERGY	<ul style="list-style-type: none"> Energy 	<ul style="list-style-type: none"> Source 50% of electricity needs from renewable sources by 2030 By 2025, Mercury Marine will reduce annual energy consumption by 25% (2016 baseline) 	
ENVIRONMENT	<ul style="list-style-type: none"> Waste Water Environmental Compliance 	<ul style="list-style-type: none"> Reducing annual water consumption by 25% by 2025 (2016 baseline) Zero-waste to landfill status for appropriate manufacturing facilities, current focus on aluminum boat group and distribution centers 	
PEOPLE	<ul style="list-style-type: none"> Community Relations Employment Diversity and Inclusion Occupational Safety Occupational Health and Welfare Business Ethics 	<ul style="list-style-type: none"> Drive continuous improvement in employee safety and wellness Actively promote boating safety and awareness through education, experience, and technology development Diversity and Inclusion training for all employees by 2022 Sustained, continuous improvement in employment of underrepresented employee populations Health and wellness of all employees (FTE, hourly, temporary) 	
PRODUCT	<ul style="list-style-type: none"> Materials Research and Development Customer Safety 	<ul style="list-style-type: none"> Complete conversion from balsa wood to Kerdyn product in fiberglass manufacturing Advanced Systems Group will add More than 10,000 installations of battery powered gasoline generator alternatives (for Marine and RV products) by year end 2023 Mercury Marine will reduce emissions of outboard engines by 80% in 2025 (from 2007 baseline) 	

Table 2: Result of Materiality Assessment by Pillar and Related SDGs

8.3.2 C.2 METHODOLOGIES

8.3.2.1 C.2.1 Energy

[GRI 103-2] THE MANAGEMENT APPROACH AND ITS COMPONENTS

In mid-2017, we initiated a program to regularly measure our energy consumption with the goal to reduce the energy intensity and cost of our operations. Since that time, we are accumulating monthly consumption metrics to actively monitor and analyze trends as well as report and target improvement opportunities. The consumption metrics include the energy consumed in terajoules for electricity, natural gas and other fuels.

[GRI 103-3] EVALUATION OF THE MANAGEMENT APPROACH

In order to evaluate our progress toward our long-term goal of the majority of our electricity needs being fulfilled by renewable sources by 2030, we compare both our energy consumption as well as our energy intensity on a yearly basis, but also relative to the base year of 2018. In addition, we will evaluate whether our annual reduction is in line with our long-term goal. If we are below our projected target, we intend to analyze the reasons for failing to meet expectations and consider contingency measures.

[GRI 302-1] ENERGY CONSUMPTION WITHIN THE ORGANIZATION

Internally we track our energy consumption in kWh, both for natural gas, electricity, and other fuels. In order to convert kWh to terajoules, we use the standard conversion factor of 0.0000036 TJ/kWh. 1TJ = 1,000GJ.

[GRI 302-3] ENERGY INTENSITY

We choose net sales revenue in millions of U.S. dollar as the denominator. The considered energy consumption includes our natural gas, diesel, and liquefied petroleum gasoline (LPG) and electricity use in all major Company operations.

8.3.2.2 B.2.2 Emissions

[GRI 305-1] DIRECT (SCOPE 1) GHG EMISSIONS

We calculate our direct (Scope 1) GHG emissions based on our fuel consumption and the respective emission factors from the cross-sector tools provided by Greenhouse Gas Protocol²² and using the global warming potential (GWP) rates from the IPCC assessment reports based on a 100-year timeframe. Since we use natural gas, diesel, and LPG in our production, we use our monthly consumption per fuel type and the respective emission factors for CO₂, CH₄ and N₂O to calculate our Scope 1 GHG emissions.

²² www.ipcc-nggip.iges.or.jp/public/2006gl/vol2.html; https://ghgprotocol.org/calculation-tools#cross_sector_tools_id

[GRI 305-2] ENERGY INDIRECT (SCOPE 2) GHG EMISSIONS

We account our energy-related indirect (Scope 2) GHG emissions from our electricity consumption based on a location-based method that reflects the average GHG emissions intensity of grids on which our energy consumption occurs. We include CO₂, CH₄, and N₂O in our Scope 2 GHG emissions. The emission factors for the U.S. reflect the eGRID subregion level factors with SAR published by the EPA (2016). For all locations outside the U.S. we use International Energy Agency country level factors (2015) and for our Canadian locations we use the NIR emission factors. The GWP rates are from the IPCC assessment reports based on a 100-year timeframe.

Since we started in mid-2017 to systematically measure its energy consumption for all facilities in scope, we chose the first full year of data to be 2018 as the as base year for our emissions calculation.

8.3.2.3 B.2.3 Racial Diversity

Our racially diverse workforce includes all employees who identify as one of the following:

- American Indian or Alaska Native
- Asian
- Black or African American
- Hispanic or Latino
- Native Hawaiian or other Pacific Islander
- Two or more races

Our diverse workforce includes our U.S. workforce only as Brunswick does not capture ethnic makeup of our international workforce.

8.3.2.4 B.2.4 Occupational Safety

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

8.4 Appendix D: GRI Content Index

GRI CONTENT INDEX

Brunswick is committed to expanding our reporting coverage and transparency over time. This report is prepared in accordance with the Global Reporting Initiative (GRI) Standards, Core-option. The items refer to the GRI Standards 2016 versions.

GENERAL DISCLOSURES

GRI ID	Description	Addition/Omission	Reference	UN SDGs
GRI 102: ORGANIZATION PROFILE				
102 - 1	Name of the organization		Company Overview, Page 9; Form 10-K 2020	
102 - 2	Activities, brands, products, and services		Company Overview, Page 10; Form 10-K 2020	
102 - 3	Location of headquarters		Company Overview, Page 9; Form 10-K 2020	
102 - 4	Location of operations		Company Overview, Page 9; Form 10-K 2020	
102 - 5	Ownership and legal form		Form 10-K 2020	
102 - 6	Markets served		Company Overview, Page 10; Form 10-K 2020	
102 - 7	Scale of the organization		Company Overview, Page 11; Form 10-K 2020	
102 - 8	Information on employees and other workers		Company Overview, Page 9; Creating a Socially Responsible Workplace, Page 41; Form 10-K 2020	
102 - 9	Supply chain		Form 10-K 2020	
102 - 10	Significant changes to the organization and its supply chain		Form 10-K 2020	
102 - 11	Precautionary Principle or approach		Preserving the Environment, Page 18; Environmental Compliance, Page 20; Form 10-K 2020	
102 - 12	External initiatives		Form 10-K 2020	
102 - 13	Membership of associations		Corporate Governance, Page 51	
GRI 102: STRATEGY				
102 - 14	Statement from senior decision-maker		Letter from the CEO, Page 3	

8.4 GRI CONTENT INDEX

GENERAL DISCLOSURES

GRI ID	Description	Addition/Omission	Reference	UN SDGs
GRI 102: ETHICS & INTEGRITY				
102 - 16	Values, principles, standards, and norms of behavior		Corporate Governance , Page 50; Business Ethics, Page 55; Brunswick Policies, Practices & Standards Governance Documents	
GRI 102: GOVERNANCE				
102 - 18	Governance structure		Corporate Governance , Page 49; Form 10-K 2020	
GRI 102: STAKEHOLDER ENGAGEMENT				
102 - 40	List of stakeholder groups	Brunswick's most important stakeholder groups are: Customers, shareholders,	Company Overview, Page 10; Form 10-K 2020	
102 - 41	Collective bargaining agreements		About this Report, Page 61; Form 10-K 2020	SDG 8, 16, 17
102 - 42	Identifying and selecting stakeholders	Brunswick's process of identifying and selecting stakeholders is not explicitly explained. Nevertheless, our most important stakeholder groups are: Customers, shareholders, investors, employees, contractors, suppliers, local governments and regulatory bodies, communities near our operations, NGOs, media, the general public. The process of identifying and selecting stakeholders is not included as there is no formal process.		SDG 8, 16, 17
102 - 43	Approach to stakeholder engagement		Company Overview, Page 10	
102-44	Key topics and concerns raised		Our Sustainability Program, Page 13	SDG 8, 16, 17

8.4 GRI CONTENT INDEX

GENERAL DISCLOSURES

GRI ID	Description	Addition/Omission	Reference	UN SDGs
GRI 201: REPORTING PRACTICES				
102 - 45	Entities included in the consolidated financial statements		Form 10-K 2020	
102 - 46	Defining report content and topic Boundaries		Our Sustainability Program, Page 13 ; Appendix A: Data Tables, Page 77; Form 10-K 2020	
102 - 47	List of material topics		Our Sustainability Program, Page 13; Appendix C: Detailed Information and Reporting Principles, Page 71	
102 - 48	Restatements of information	No restatement of information as this is our first report.		
102 - 49	Changes in reporting	There were no significant changes from previous reporting periods in the list of material topics nor topic boundaries since this is our first report.		
102 - 50	Reporting period	2019		
102 - 51	Date of most recent report	No previous report		
102 - 52	Reporting cycle	Annual reporting cycle		
102 - 53	Contact point for questions regarding the report	Dave Selig (dave.selig@brunswick.com)		
102 - 54	Claims of reporting in accordance with the GRI Standards			
102 - 55	GRI content index	This index serves as the GRI content index.		
102 - 56	External assurance	Our key sustainability data and processes have been reviewed by the Company's internal audit organization.		
MATERIALS				
103 - 1	Explanation of the material topic and its Boundary		Our Sustainability Program, Page 13; Appendix C: Detailed Information and Reporting Principles, Page 71	
103 - 2	The management approach and its components		Using Sustainable Materials, Page 34	
103 - 3	Evaluation of the management approach		Using Sustainable Materials, Page 34	
301 - 1	Materials used by weight or volume		Using Sustainable Materials, Page 34	
301 - 2	Recycled input materials used		Using Sustainable Materials, Page 34	

8.4 GRI CONTENT INDEX

TOPIC-SPECIFIC DISCLOSURES

GRI ID	Description	Addition/Omission	Reference	UN SDGs
ENERGY				
103 - 1	Explanation of the material topic and its Boundary		Our Sustainability Program, Page 13; Appendix C: Detailed Information and Reporting Principles, Page 71	
103 - 2	The management approach and its components		Lowering Our Energy Consumption, Page 21; Appendix A: Data Tables, Page 65	
103 - 3	Evaluation of the management approach		Lowering Our Energy Consumption, Page 21; Appendix A: Data Tables, Page 65	
302 - 1	Energy consumption within the organization		Lowering Our Energy Consumption, Page 21; Appendix A: Data Tables, Page 65	
302 - 3	Energy intensity		Lowering Our Energy Consumption, Page 21; Appendix A: Data Tables, Page 65	
302 - 4	Reduction of energy consumption		Lowering Our Energy Consumption, Page 21; Appendix A: Data Tables, Page 65	
WATER				
103 - 1	Explanation of the material topic and its Boundary		Appendix C: Detailed Information and Reporting Principles, Page 71; Reducing Water Consumption, Page 26	
103 - 2	The management approach and its components		Reducing Water Consumption, Page 26	
103 - 3	Evaluation of the management approach		Reducing Water Consumption, Page 26	
303 - 5	Water consumption		Reducing Water Consumption, Page 26	
EMISSIONS				
103 - 1	Explanation of the material topic and its Boundary		Our Sustainability Program, Page 13; Reducing Our Environmental Footprint, Page 24	
103 - 2	The management approach and its components		Our Sustainability Program, Page 13; Reducing Our Environmental Footprint, Page 24	
103 - 3	Evaluation of the management approach			
305 - 1	Direct (Scope 1) GHG emissions		Our Sustainability Program, Page 13; Reducing Our Environmental Footprint, Page 24	
305 - 2	Energy indirect (Scope 2) GHG emissions		Our Sustainability Program, Page 13; Reducing Our Environmental Footprint, Page 24	
305 - 4	GHG emissions intensity		Our Sustainability Program, Page 13; Reducing Our Environmental Footprint, Page 24	
305 - 5	Reduction of GHG emissions		Our Sustainability Program, Page 13; Reducing Our Environmental Footprint, Page 24	

8.4 GRI CONTENT INDEX

TOPIC-SPECIFIC DISCLOSURES

GRI ID	Description	Addition/Omission	Reference	UN SDGs
EFFLUENTS AND WASTE				
103 - 1	Explanation of the material topic and its Boundary		Our Sustainability Program, Page 13; Reducing Waste in Our Operations, Page 29	
103 - 2	The management approach and its components		Our Sustainability Program, Page 13; Reducing Waste in Our Operations, Page 29	
103 - 3	Evaluation of the management approach		Our Sustainability Program, Page 13; Reducing Waste in Our Operations, Page 29	
306 - 2	Waste by type and disposal method	No data on non-hazardous waste, nor on recycling, composting or onsite storage. We still work toward characterizing our waste streams.	Our Sustainability Program, Page 13; Reducing Waste in Our Operations, Page 29	SDG 3, 12
ENVIRONMENTAL COMPLIANCE				
103 - 1	Explanation of the material topic and its Boundary		Our Sustainability Program, Page 13; Occupational Safety, Page 45	
103 - 2	The management approach and its components		Our Sustainability Program, Page 13; Occupational Safety, Page 45	
103 - 3	Evaluation of the management approach		Our Sustainability Program, Page 13; Occupational Safety, Page 45	
307 - 1	Non-compliance with environmental laws and regulations		Our Sustainability Program, Page 13; Occupational Safety, Page 45	SDG 3, 8
OCCUPATIONAL HEALTH AND SAFETY				
103 - 1	Explanation of the material topic and its Boundary		Our Sustainability Program, Page 13; Occupational Safety, Page 45	
103 - 2	The management approach and its components		Our Sustainability Program, Page 13; Occupational Safety, Page 45	
103 - 3	Evaluation of the management approach		Our Sustainability Program, Page 13; Occupational Safety, Page 45	
403 - 1	Occupational health and safety management system		Our Sustainability Program, Page 13; Occupational Safety, Page 45	SDG 3, 8
403 - 2	Hazard identification, risk assessment, and incident investigation		Our Sustainability Program, Page 13; Occupational Safety, Page 45	SDG 3, 8
403 - 3	Occupational health services		Our Sustainability Program, Page 13; Occupational Safety, Page 45	SDG 3, 8
403 - 4	Worker participation, consultation, and communication on occupational health and safety		Our Sustainability Program, Page 13; Occupational Safety, Page 45	SDG 3, 8

8.4 GRI CONTENT INDEX

TOPIC-SPECIFIC DISCLOSURES

GRI ID	Description	Addition/Omission	Reference	UN SDGs
OCCUPATIONAL HEALTH AND SAFETY (Cont.)				
403 - 6	Promotion of worker health		Our Sustainability Program, Page 13; Occupational Safety, Page 45	SDG 3, 8
403 - 7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships		Our Sustainability Program, Page 13; Occupational Safety, Page 45	SDG 3, 8
403 - 8	Workers covered by an occupational health and safety management system		Our Sustainability Program, Page 13; Occupational Safety, Page 45	SDG 3, 8
403 - 9	Work-related injuries	Numbers for all workers who are not employees but whose work and/or workplace is controlled by the organization. This is not applicable.	Our Sustainability Program, Page 13; Occupational Safety, Page 45	SDG 3, 8
DIVERSITY AND EQUAL OPPORTUNITY (MATERIAL TOPIC)				
103 - 1	Explanation of the material topic and its Boundary		Our Sustainability Program, Page 13; Diversity and Inclusion, Page 42	
103 - 2	The management approach and its components		Our Sustainability Program, Page 13; Diversity and Inclusion, Page 42	
103 - 3	Evaluation of the management approach		Our Sustainability Program, Page 13; Diversity and Inclusion, Page 42	
405 - 1	Diversity of governance bodies and employees	Percentage of individuals within the organization's governance bodies in each diversity category.	Our Sustainability Program, Page 13; Diversity and Inclusion, Page 42	SDG 3, 12
LOCAL COMMUNITIES (MATERIAL TOPIC)				
103 - 1	Explanation of the material topic and its Boundary		Our Sustainability Program, Page 13; Creating a Socially Responsible Workplace, Page 37	
103 - 2	The management approach and its components		Our Sustainability Program, Page 13; Creating a Socially Responsible Workplace, Page 37	
103 - 3	Evaluation of the management approach		Our Sustainability Program, Page 13; Creating a Socially Responsible Workplace, Page 37	
413 - 1	Operations with local community engagement, impact assessment, and development programs	Exact percentage of operations with implemented local community engagement, impact assessments, and/or development programs; this information is unavailable. Percentage can only be broadly estimated; instead, we provide case studies on our local community engagement.	Our Sustainability Program, Page 13; Creating a Socially Responsible Workplace, Page 37 www.brunswick.com/corporate-responsibility/community	SDG 11, 13

8.4 GRI CONTENT INDEX

TOPIC-SPECIFIC DISCLOSURES

GRI ID	Description	Addition/Omission	Reference	UN SDGs
CUSTOMER HEALTH AND SAFETY				
103 - 1	Explanation of the material topic and its Boundary		Our Sustainability Program, Page 13; Product and Customer Safety, Page 47	SDG 4, 11, 12
103 - 2	The management approach and its components		Our Sustainability Program, Page 13; Product and Customer Safety, Page 47	SDG 4, 11, 12
103 - 3	Evaluation of the management approach		Our Sustainability Program, Page 13; Product and Customer Safety, Page 47	SDG 4, 11, 12
416 - 1	Assessment of the health and safety impacts of product and service categories	Quantitative assessment; this information is unavailable. Only a qualitative description is available.	Our Sustainability Program, Page 13; Product and Customer Safety, Page 47	SDG 4, 11, 12
416 - 2	Incidents of non-compliance concerning the health and safety impacts of products and services	Brunswick has not identified any non-compliance with regulations or voluntary codes.		SDG 4, 11, 12



INNOVATION + INSPIRATION ON THE WATER

Brunswick Corporation is a publicly held company listed on the New York and Chicago stock exchanges, with sales over \$4.3 billion in 2020. While we are family to more than 14,000 employees around the world, four divisions in more than 27 countries create a truly global environment. Our headquarters is located in the Chicago suburb of Mettawa, Illinois.

Since Brunswick was founded in 1845, the Company has grown to become a world leader in: marine propulsion, boats, and parts and accessories. We've been successful in the market for so long because we maintain a focus on driving innovation, while leveraging best practices and veteran industry knowledge.

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