CORPORATE SOCIAL RESPONSIBILITY

REPORT FOR FISCAL YEAR 2023

COMMITTING TO

EXPLORATION
INCLUSION
INNOVATION
TRANSFORMATION

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Cover page – Ski-Doo Grand Touring Electric

BRP AT A GLANCE

WHO WE ARE

Headquartered in Valcourt, Quebec, Canada, we are a global leader in the world of powersports products, propulsion systems and boats, built on over 80 years of ingenuity and intensive consumer focus.

Through our portfolio of industry-leading and distinctive brands featuring Ski-Doo and Lynx snowmobiles, Sea-Doo watercraft and pontoons, Can-Am on and off-road vehicles, Alumacraft and Quintrex boats, Manitou pontoons and Rotax marine propulsion systems, as well as Rotax engines for karts and recreational aircraft, we unlock exhilarating adventures and provide access to experiences across different playgrounds.

We complete our lines of products with a dedicated parts, accessories and apparel portfolio to fully optimize the riding experience. Committed to growing responsibly, we are developing electric models for our existing product lines and exploring new low-voltage and human-assisted product categories.

With annual sales of CA$10 billion in Fiscal Year 2023 (FY23), from over 130 countries, our global workforce is made up of close to 23,000 driven, resourceful people.

We are a publicly-traded company listed on the Toronto Stock Exchange under the symbol “DOO”, and on Nasdaq in the United States under the symbol “DOOO”.

2-1	2-2

COMPANY OVERVIEW

2-1 2-2

8
ICONIC BRANDS

ski-doo
LYNX
SEA-DOO
can-am
ROTAX
ALUMACraft
MANITOU
QUINTREX

12
FACTORIES*

* For purposes of this report, "manufacturing site" does not include the Spruce Pine, St. John's and Shawinigan facilities.

CA$ **10B**
ANNUAL SALES

TSX
DOO
NASDAQ
DOOO

PRODUCTS SOLD IN
130+
COUNTRIES

CLOSE TO
23,000
DRIVEN, RESOURCEFUL EMPLOYEES WORLDWIDE

5
TEST CENTRES

2,950+
DEALERS WORLDWIDE

27
OFFICES

WORD FROM THE PRESIDENT AND CEO

2-11 | 2-22

MORE THAN EVER, WE RECOGNIZE OUR ROLE IN ADDRESSING GLOBAL ESG CHALLENGES, AND WE ARE PROUD OF THE ADVANCES MADE IN OUR JOURNEY.

FY23 was a pivotal year for BRP, as we became the leading Powersports OEM in North America based on average retail units per dealer, and surpassed the $10 billion mark in revenue for the first time ever. Our resilience, agility and commitment enabled us to overcome certain challenges and deliver exceptional performance.

While our mission has always been to innovate in moving people and placing emotions at the heart of every experience, we took our corporate purpose to new heights in FY23 by launching our CSR25 program. Our efforts focus on reducing our carbon footprint and making a positive and lasting impact in our communities and the daily lives of our employees. To drive our actions, we are committed to upholding the highest standards of transparency, accountability and ethics. Only a year into the program, our teams have made significant progress.

The environment is an essential part of our CSR25 mission, and we have taken important steps to transform our activities for a low-carbon future. In this regard, two years ago, we pledged to invest $300 million over five years to electrify our existing product lines. We delivered on this promise in FY23 by launching a new electric powerpack for karts and, early in FY24, new electric snowmobiles. We also unveiled new electric product categories with the upcoming launch of motorcycle platforms and a hydrofoil board. Building on our momentum, we reinforced our expertise and expanded our EV capabilities by completing three strategic acquisitions and subsequently launching our new Low-Voltage and Human-Assisted (LVHA) Group. We also progressed on our plan to lower the emissions levels of our internal combustion engine technology.

On the operational front, we developed and we are starting the implementation of our action plans related to CO_2 reduction and waste management. In FY23, a third of our manufacturing sites achieved the goal of zero waste to landfill.

We believe in fostering opportunities for our employees to thrive, and we are committed to nurturing a diverse and inclusive workplace where they feel valued and respected. The role of our Diversity, Equity and Inclusion (DE&I) Council is to lead and accelerate this cultural shift, and ensure that DE&I initiatives are integrated into BRP's broader strategies and objectives. It also supports employee resource groups (ERGs) such as our Global Women ERG, set up in FY23.

To lift up communities where we operate, we adopted a global cause last year. So far, BRP has invested more than $2 million into Ride Out Intimidation, as we believe inclusivity starts where intimidation ends. Additionally, we salute our employees' involvement in serving their local communities, volunteering hours and raising funds for causes they cherish.

We also formally launched our Responsible Rider program in 2022. We onboarded strong partners, and our efforts to promote responsible riding to the powersports and boating communities are backed by a multi-year investment worth about $1.5 million.

As our desire to transform our organization materializes, we make sure that our governance structure is effective and transparent. It must also continue to guide us in making sound strategic decisions, aligned with our values, that meet or exceed stakeholders' expectations. We regularly engage with our shareholders to understand how environmental, social and governance (ESG) factors are incorporated in their investment decisions, and to validate that our CSR25 program addresses the risks they perceive for our business.

We also implemented a new Code of Ethics which covers new subjects, including data privacy, product quality and safety, and community engagement. Together with our Conflict of Interest and Gift and Hospitality policies, we have adopted a best-in-class approach to ensure that our actions comply with the highest standards of ethics.

More than ever, we recognize our role in addressing global ESG challenges, and we are proud of the advances made in our journey. We are energized by the opportunity to create value for our stakeholders, while making a positive and lasting impact by further sharpening our commitment to corporate social responsibility. I sincerely thank our 23,000 dedicated and passionate employees that keep us on track. They bring to life our vision of becoming an industry leader in corporate citizenship.

JOSÉ BOISJOLI
President and Chief Executive Officer

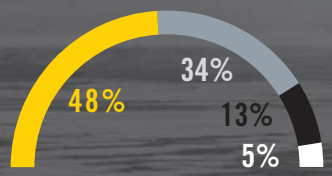
FINANCIAL HIGHLIGHTS

Fiscal Year 2023

201-1

REVENUE BASE BY CATEGORY

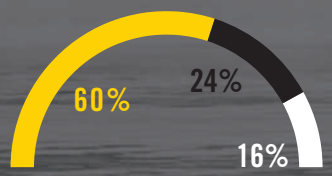
at 31/01/23



YEAR-ROUND PRODUCTS
SEASONAL PRODUCTS
POWERSPORTS PA&A AND OEM ENGINES
MARINE GROUP

REVENUE BASE BY GEOGRAPHY

at 31/01/23

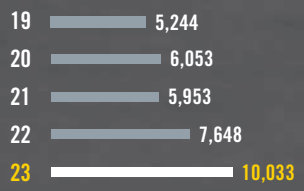


UNITED STATES
INTERNATIONAL
CANADA

TOTAL REVENUES

CA$ millions / At 31/01

CAGR* 17.6%



NET INCOME

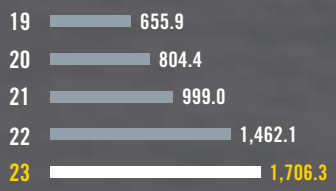
CA$ millions / At 31/01

CAGR* 39.7%

NORMALIZED EBITDA[1]

CA$ millions / At 31/01

CAGR* 27.0%



NORMALIZED EARNINGS PER SHARE – DILUTED[1]

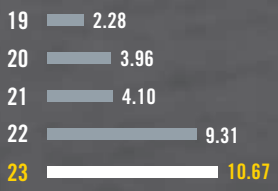
CA$ / At 31/01

CAGR* 40.4%

EARNINGS PER SHARE – DILUTED

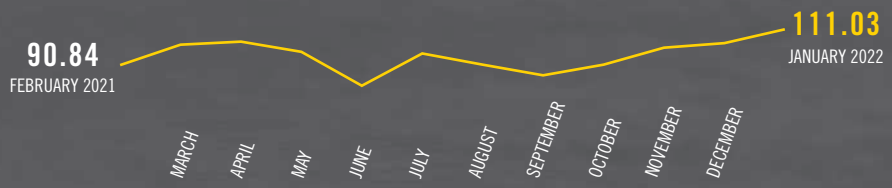
CA$ / At 31/01

CAGR* 47.1%



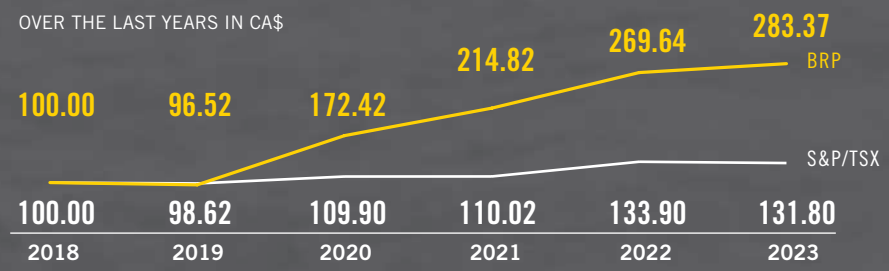
SHARE PRICE

DOO MONTHLY CLOSING PRICE IN CA$



DOO PERFORMANCE[2]

OVER THE LAST YEARS IN CA$



[1] See Non-IFRS measures section on p. 29 of the annual review.
[2] Illustrates the cumulative return on a $100 investment in the Subordinate Voting Shares, with dividend reinvestments, compared to the cumulative return on the S&P/TSX Composite Index for the five-year period commencing on February 1, 2018 and ending on January 31, 2023, being the last trading day of Fiscal 2023.
* Compound Annual Growth Rate since January 31, 2019.

ADVANCING ON OUR CSR25 COMMITMENT

2-11	2-22	3-3

In April 2022, BRP embarked on an exciting new chapter of its corporate social responsibility (CSR) journey with the launch of CSR25, a program designed to strengthen our business resilience and propel BRP to the forefront of corporate citizenship.

With full backing from BRP's Board and Senior Management, we established Environment, Social and Governance (ESG) pillars within our business strategy and set ambitious targets and goals.

In 2022, we further laid the foundation for success by integrating our ESG pillars into our core processes and action plans, helping us identify and manage risks and opportunities that are relevant to our business. ESG pillars are led by members of the Management Committee, who are mobilizing the appropriate BRP teams to achieve the identified goals and targets.

ENVIRONMENT Reduce the carbon footprint of our operations and products to protect our playgrounds.

SOCIAL Create positive social value that enhances the daily lives of our employees, dealers, and consumers wherever they work, give, and play.

GOVERNANCE Adopt the right governance to continue to make sound strategic decisions, maintain high ethical standards, and conduct our operations in a sustainable manner.

CSR PERFORMANCE

31% OF OUR MANUFACTURING SITES ACHIEVED THE GOAL OF ZERO WASTE TO LANDFILL*

*at least 90% of waste generated was diverted from landfill

25% WOMEN ON THE BOARD OF DIRECTORS

23% WOMEN IN SENIOR MANAGEMENT

31% WOMEN IN FACTORY

CDP SCORE CLIMATE CHANGE DISCLOSURE: B-

CA$ 5.6M DONATED IN 2022 TO SUPPORT OUR COMMUNITIES

0.9 OVERALL TOTAL RECORDABLE INCIDENTS RATE (TRIR)

still on course to reach our 2025 goal of zero incidents and zero impact

SUPPORTING THE UNITED NATIONS SUSTAINABLE DEVELOPMENT GOALS

2-23 | 3-2

At BRP, we recognize the important role that corporations can play in addressing urgent global challenges. For this reason, BRP aligns key initiatives with the United Nations (UN) Sustainable Development Goals, also known as the SDGs or the Global Goals.

Back in 2015, all 193 member states of the United Nations adopted the 2030 Agenda for Sustainable Development, embodied in 17 SDGs with 169 targets. This agenda calls on governments, corporations, non-profit organizations, and civil society, to work together in tackling challenges such as climate, social inequalities, economic growth, and availability of natural resources. The SDGs provide a common language across industries, and across national borders and regions, to understand actions taken to improve quality of life.

We have analyzed our value chain to identify areas where BRP can have the greatest impact in advancing the 2030 agenda. As a result, our CSR25 program focuses on 5 of the 17 SDGs:

SDG 5: GENDER EQUALITY

SDG 8: DECENT WORK AND ECONOMIC GROWTH

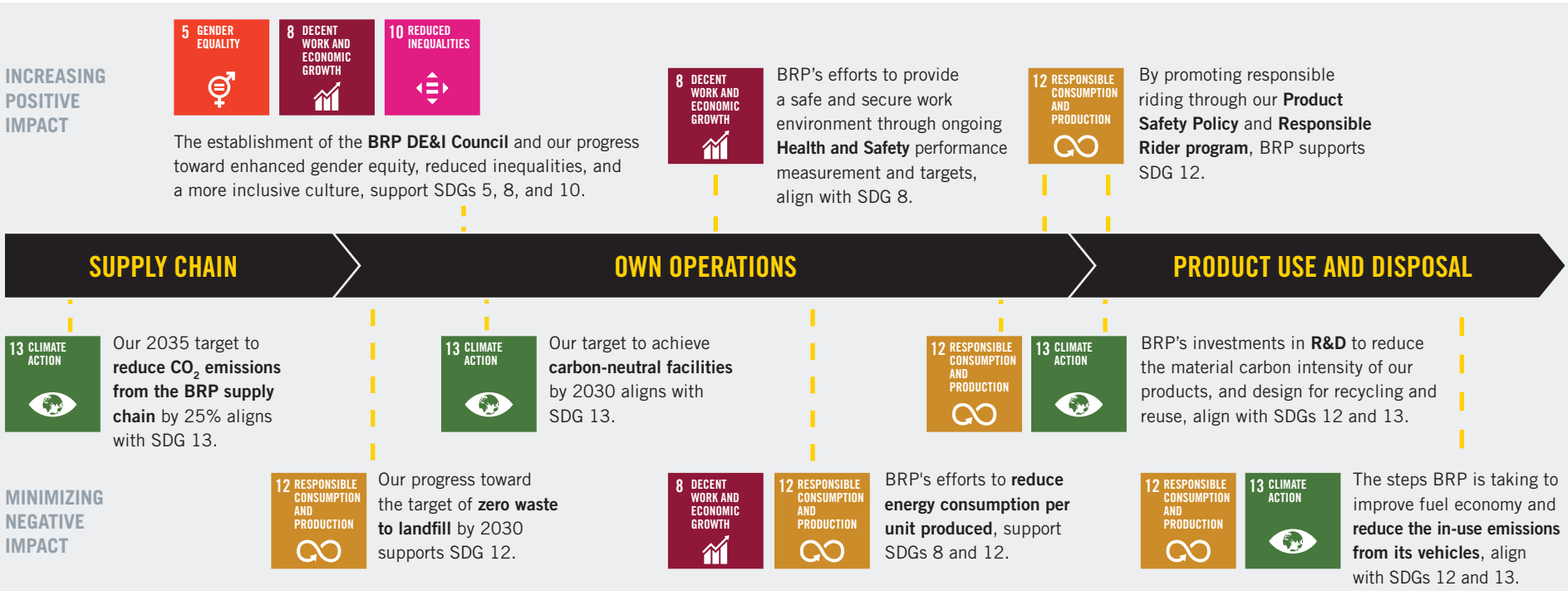
SDG 10: REDUCED INEQUALITIES

SDG 12: RESPONSIBLE CONSUMPTION AND PRODUCTION

SDG 13: CLIMATE ACTION

Throughout this report, you will see references to one or more of these SDGs for specific initiatives.

OPPORTUNITIES IN BRP'S VALUE CHAIN TO CONTRIBUTE TO UN SDGs



ENVIRONMENT

TRANSFORMING FOR A LOW-CARBON FUTURE

2-22 | 3-3

BRP exists to create innovative ways to move people on trails, roads, water, and snow. By practicing wise environmental stewardship, we are helping to ensure that the pure enjoyment of the ride is available on every playground for years to come. Doing our part to protect and preserve the environment also enables us to continue to deliver long-term value to our stakeholders.

OUR GOALS

To that end, in 2022, we announced ambitious goals as part of our CSR25 program:

- To reduce emissions and energy consumption in operations.
- To find new ways to reuse and recycle materials, from parts to packaging.
- To achieve our goal of zero waste to landfill across operations.

8 DECENT WORK AND ECONOMIC GROWTH

12 RESPONSIBLE CONSUMPTION AND PRODUCTION

13 CLIMATE ACTION

"OUR TEAMS ARE ACTIVELY WORKING AT FINDING INNOVATIVE WAYS OF REDUCING OUR IMPACT ON THE ENVIRONMENT IN OUR OPERATIONS AND WITH OUR PRODUCTS."

— THOMAS UHR
Chief Technology Officer

A YEAR OF DISCOVERY

While we progressed toward our goals and targets, 2022 was a year of intensive data gathering and analysis to give us insight into the key drivers of our environmental impact and carbon footprint.

For example, we identified the main sources of CO_2 emissions in our operations, and worked with local teams to develop emissions-reduction and waste-management action plans. A dedicated working group is conducting a component-level assessment of each of our products to identify sources of emissions. The results will enable us to collaborate with our suppliers on initiatives that will have the greatest impact on our emissions targets.

Through this data-driven approach, we are identifying the key levers that we can use to maximize the positive impact of our efforts across our facilities, products, and supply chain.

OUR TARGETS

We also announced bold targets to help address climate change and management of material and waste flows, two of the most pressing global challenges of our time.

FACILITIES BY 2030

Make our facilities carbon neutral.

Achieve zero waste to landfill.

PRODUCTS BY 2035

Have 50% of our units sold as electric.

Launch new internal combustion engine (ICE) models that emit less CO_2 than their predecessors.

SUPPLY CHAIN BY 2035

Reduce CO_2 emissions from our supply chain by 25%.

TOWARD MORE SUSTAINABLE FACILITIES

203-1	306-2

While we are expanding our physical presence and manufacturing capacity, we are developing and implementing strategies to:

- **Minimize the carbon footprint of new and existing facilities.**
- **Become more energy efficient while further transitioning to renewable energy sources.**
- **Reduce waste from our facilities and product packaging.**

2022 CARBON FOOTPRINT REDUCTION PROJECTS

In 2022, our overall energy consumption went up, driven by the increase of our manufacturing footprint, in preparation for the growth of our business. This results in an increase of our Scope 1 and 2 GHG emissions. We are starting the implementation of our action plans to reduce our CO_2 emissions and are expecting to reap the benefits in the years to come. BRP teams worldwide are investing in projects to reduce the carbon footprint and increase the energy efficiency of our facilities. Rather than reinvent the wheel, they share and compare strategies with their regional counterparts to learn from each other, explore synergies, and achieve economies of scale.

Reducing shipments of waste at Querétaro

Non-hazardous waste generated at our Querétaro facility in Mexico can be lightweight but physically large. The team there saw an opportunity to slash landfill requirements and transportation by investing CA$176K in waste-shredding infrastructure.

- **BEFORE**: Multiple times per day, non-hazardous waste was shipped directly from the production line to landfill.
- **AFTER**: By shredding large pieces of waste, the facility has significantly reduced its need for landfill and reduced the number of shipments by 100.
- **SAVINGS**: 4,040 litres of diesel (estimated reduction of CO_2 emissions of 10.7 tons.)

Using natural light at Querétaro

The team in Querétaro, Mexico, saw an opportunity to save on electricity by using daylight instead of indoor lighting in our main building there. They invested CA$48K to replace damaged skylights at the facility, which will result in an estimated savings of 111,000 kWh per year.

2022 WASTE REDUCTION INITIATIVES

Throughout the year, our teams worldwide have been hard at work identifying and implementing ways to reduce packaging waste and waste to landfill, both from production processes and employee activities.

From disposable to reusable packaging at all Juárez sites

While cardboard packaging can be recycled, teams at our sites in Juárez, Mexico, developed an alternative to reduce packaging waste. With an investment of CA$400K, they created packaging units for wire harnesses that are both returnable and reusable, eliminating a waste to landfill stream of nearly 71 tons per year. The project also delivered savings of CA$348K per year on packaging material purchases. To facilitate adoption, the team streamlined the packaging return process.

Responsible waste management at Coomera

Our Telwater facility in Coomera, Australia, has deployed special waste removal bins so employees can separate waste by type. As a result, over 75% of site-generated waste is diverted from landfill and designated for reuse, recycling, or repurposing. The next step is to further reduce waste to landfill streams by introducing compost bins for food waste and co-mingle bins for used packaging.

WASTE REDUCTION HIGHLIGHTS

FOUR MANUFACTURING SITES ACHEIVED OUR GOAL OF ZERO WASTE TO LANDFILL

Gunskirchen, Austria

Juárez 1, Mexico

Juárez 2, Mexico

Rovaniemi, Finland

Applying circular economy principles in Juárez

In most places, construction is a top waste-producing activity. When our team at Juárez 2 in Mexico was planning the renovation of office space, they were determined to minimize waste in the process. The transformation more than doubled workspaces, created new areas for collaboration, maximized recovery and reuse of construction materials, and enabled ongoing operating efficiencies.

Juárez 2 project highlights:

+2,320 kg

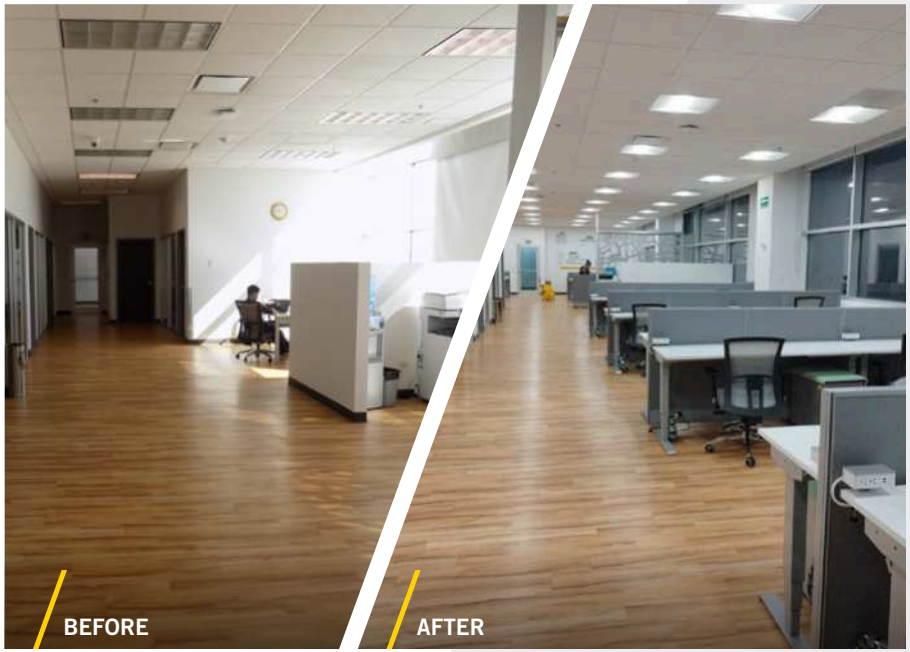
MATERIALS REUSED, RECOVERED, AND DIVERTED FROM LANDFILL
(+5,100 POUNDS)

+12,157 kWh

ANNUAL ENERGY SAVINGS FROM NEW LED LIGHTING

+ US$31K

TOTAL SAVINGS



SUSTAINABLE PRODUCT STRATEGY

2-4	203-1	203-2

BRP's products have a substantial impact on the company's carbon footprint, making sustainability-focused product strategy central to our CSR25 Environment pillar.

To reduce in-use CO_2 emissions of all our vehicles, we are executing a bold electric vehicle (EV) product roadmap, with multiple new product introductions. At the same time, we are continuing to evolve our internal combustion engine (ICE) technology to ever-lower emissions levels.

With this two-pronged approach, we intend to lead our industry in a progressive transition towards a greater reliance on renewable energy.

DELIVERING ON OUR EV COMMITMENTS

In 2022, we announced our CSR25 EV and ICE targets:

By 2035

- Have 50% of our units sold as electric.
- Launch new internal combustion engine (ICE) models that emit less CO_2 than their predecessors.

Expanding our EV capability

With CA$300M already earmarked for electrification efforts, we continued to bolster our EV R&D engine.

We completed multiple strategic acquisitions:

- **PINION GmbH**, German innovator in gearbox technology, spurring development of EVs in the urban mobility space.
- **GREAT WALL MOTOR AUSTRIA GmbH (renamed BRP-ROTAX VIENNA)**, specialist in e-drive systems and transmissions.
- **SHAWINIGAN OPERATIONS OF KONGSBERG INC. (renamed BRP MEGATECH)**, extending our electronic and mechatronic expertise.

By expanding our technical capabilities, these acquisitions position BRP to lead the EV revolution in powersports.

We broke ground at Querétaro, Mexico, and Gunskirchen, Austria, on new and expanded EV manufacturing and R&D facilities, reinforcing our expertise and building our production capacity to meet the demand for EVs.

We also created the **Low-Voltage and Human-Assisted (LVHA) Group**, a business unit focused on new product categories. The LVHA Group positions BRP to tap into new markets and attract new generations of riders.

"ABOVE AND BEYOND THE LAUNCH OF INNOVATIVE ELECTRIC PRODUCTS, THE CREATION OF A NEW BUSINESS GROUP DEDICATED TO THE DEVELOPMENT OF LOW-VOLTAGE AND HUMAN-ASSISTED ELECTRIC MOBILITY SOLUTIONS SHOWS HOW SERIOUS BRP IS ABOUT THIS NEW CA$70B ADDRESSABLE MARKET – WHICH IS ENTIRELY ELECTRIC!"

— **BERNARD GUY**
Executive Vice-President,
Global Product Strategy

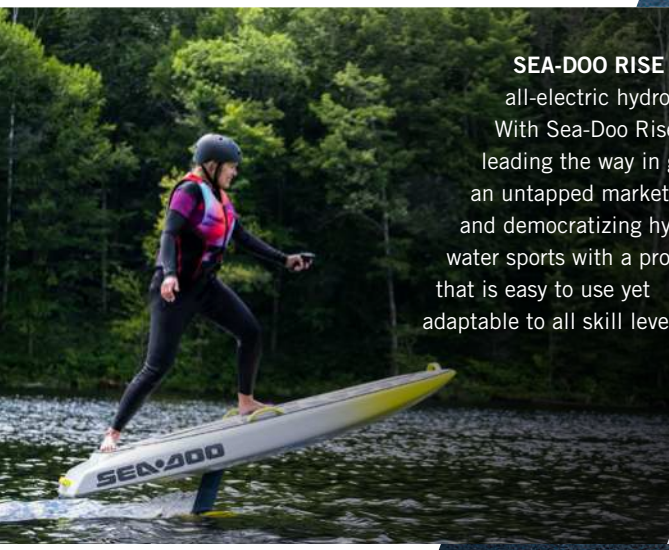
BLAZING A TRAIL WITH NEW PRODUCTS

In a series of industry firsts, we announced innovative EV and ICE products.

ROTAX S OUTBOARD ENGINE with energy-efficient Stealth technology. With all the advantages of a traditional outboard engine, the Rotax S Outboard Engine is hidden under the boat, quiet, and up to 20% more efficient.

ROTAX E10 E-POWERTRAIN for both professional and recreational karting racers of all ages. With the low-noise, no-smell Rotax E10 and its 48V high-performance racing electric power pack, we are paving the way for carbon-neutral kart racing.

CAN-AM ORIGIN AND CAN-AM PULSE — our first all-electric motorcycles. Can-Am Origin enables a more modern multi-terrain experience, and Can-Am Pulse is balanced and agile even in tight, low-speed situations. Both of these versatile models feature a twist-and-go throttle and signature LED headlamps, and are near-silent and low-vibration.



SEA-DOO RISE — an all-electric hydrofoil board. With Sea-Doo Rise, we are leading the way in growing an untapped market category, and democratizing hydrofoil water sports with a product that is easy to use yet adaptable to all skill levels.

SKI-DOO GRAND TOURING ELECTRIC AND LYNX ADVENTURE ELECTRIC — our first electric snowmobiles. Both models enable emissions-free touring, thanks to our Rotax E-POWER technology, a quiet smooth ride to access even more terrains, and an easy learning curve for first timers.

SOCIAL

CREATING A BETTER QUALITY OF LIFE FOR ALL

At the heart of BRP's CSR25 Social pillar is our commitment to making a positive impact on the lives of people. Supporting the health and well-being of our teams, our communities, and our customers and partners, is fundamental to BRP as a socially responsible business. In 2022, we took concrete steps to make good on our commitment.

3-3	201-1

5 GENDER EQUALITY

8 DECENT WORK AND ECONOMIC GROWTH

10 REDUCED INEQUALITIES

"IN 2022, BRP COMMITTED TO BE A STRONG PARTNER WITH THE COMMUNITIES WHERE WE WORK, LIVE AND PLAY. WE HAVE THE POWER TO MAKE A DIFFERENCE GLOBALLY BY SUPPORTING ORGANIZATIONS THAT FIGHT INTIMIDATION AND BY ENGAGING OUR STAKEHOLDERS WITH OUR RIDE OUT INTIMIDATION PROGRAM."

— ANNE-MARIE LABERGE
Chief Marketing Officer

BUILDING STRONGER COMMUNITIES

BRP is deeply rooted in the communities in which it operates. We therefore aim to help build strong and resilient communities where people feel safe, respected, and free to flourish. Through high-impact programs, philanthropy, and sustained community service, we are committed about having a positive impact.

OUR GOAL

REINVEST

1% OF OUR ANNUAL PRE-TAX PROFITS IN COMMUNITY INVESTMENT BY 2025

IN 2022, BRP MADE A DIFFERENCE IN ITS COMMUNITIES BY DONATING MORE THAN

CA$5.6M WHICH WE ATTRIBUTED TO:

- The launch of our global cause Ride Out Intimidation and of the Responsible Rider program, with direct investments of more than

  CA$3.5M WITH OUR GLOBAL PARTNERS

- BRP's new fully-dedicated Community Engagement team, which led collaboration with teams across the company involved in community engagement to maximize our impact.

RIDE OUT INTIMIDATION

A BRP PROGRAM

EMBRACING A GLOBAL CAUSE: RIDE OUT INTIMIDATION

In 2022, we launched our global social cause under the banner of RIDE OUT INTIMIDATION. Through this program, BRP takes a firm stand against intimidation, which is a key social challenge that affects almost everyone.

At BRP, we believe inclusivity starts where intimidation ends. As an employer, a corporate citizen, and a strong presence in multiple communities around the world, we will inspire and contribute to behaviour change.

Today, BRP is partnering with many reputable and impactful organizations on putting a stop to intimidation and bullying, for good: Born This Way, Ditch the Label, and Fondation Jasmin Roy Sophie Desmarais, to name a few. To that end, we invested nearly CA$2M in communities this year to ride out intimidation.

A CAUSE THAT MATTERS TO PEOPLE

A testament to how deeply the stand against intimidation resonates with people is the high level of employee and community engagement we have seen.

Standing in solidarity

On Unesco Stand Up to Bullying Day, our employees took to social media in a tidal wave of support for our cause by wearing yellow to show our communities that they care. BRP pledged donations of CA$10 per participating employee. Thousands of employees rallied together to raise awareness for the cause by sharing their photos and personal stories on social media. With this overwhelming response from our employees, we donated to anti-intimidation organizations in Canada, Mexico, USA, Australia and Sweden in order to support initiatives that aim to end bullying in their regions.

BRP brands supporting the cause

CAN-AM OFF-ROAD showed its support for the Ride Out Intimidation cause in conjunction with International Off-Road Day, a celebration launched in 2021 for all those who love the grit of the off-road experience. Can-Am pledged donations to organizations that work against intimidation and promote riding safety, etiquette, and environmental safeguards.

The **CAN-AM ON-ROAD** team demonstrated its drive to Ride Out Intimidation by organizing Pride Ride with former NFL player and the Bachelor's Colton Underwood.

The ride brought awareness to the cause and to the Los Angeles LGBT Center, which offers school programs to prevent bullying and a sense of isolation among youth.

Colton openly talks about the struggles he lived due to the effects of bullying. He saw the initiative as a way to use his experience and network to amplify the message.

On behalf of BRP and Can-Am On-Road, he went on site to present the center with a US$10K donation to be used towards their anti-bullying hotline.

RESPONSIBLE RIDER

A BRP PROGRAM

CHAMPIONING THE RESPONSIBLE RIDER MINDSET

When we launched the Responsible Rider program in 2022, we envisioned an industry that excels at welcoming newcomers, building a more caring community, and generating positive experiences.

At BRP, we believe there is an opportunity for everyone in the powersports and boating communities to come together and rethink how we approach safety, riding etiquette, and the environment, our three program pillars.

Realizing our vision would ensure that powersports and boating have a long and healthy future.

To make responsible riding a reality for all, we are empowering representatives, dealers, partners, trainers, employees, and riders, with the tools they need. These efforts are backed by our strong Responsible Rider program and partnership strategy. We began in 2022 with a three-year investment of nearly CA$1.5M on education, rider content, training, and awareness.

GETTING STRONG PARTNERS ON BOARD

To inspire the industry to adopt and promote responsible riding behavior, we must work together with other organizations.

In 2022, BRP teamed up with the Tread Lightly! trail advocacy and stewardship non-profit organization, to help raise awareness about responsible riding in our communities. Through this partnership, we will equip our dealers and riders around the world with the necessary training and tools to drive positive change regarding safety, etiquette, and the environment, and to become our ambassadors on and off the trails.

We have also partnered with RideSafe, an association co-founded by our Can-Am ambassador Hubert Rowland, to reach youth—current and future riders—in communities across the United States. By bringing educational content about best practices to schools in some US markets, we aim to make young riders and their families responsible riders and raise awareness to make safety the first priority.

ENGAGING RIDER COMMUNITIES

SKI-DOO mobilizes snowmobilers to ride responsibly. The brand promoted responsible riding across its rider base by focusing on four unique fronts:

- Take the Pledge calls riders to commit to ride only where it is allowed and thus preserve trail access for future generations.
- For the 14th consecutive year, Avalanche Awareness Seminars helped riders of all ages to stay safe and, through Safety Partnerships, Ski-Doo donated the use of snowmobiles for avalanche reporting and data gathering.
- The Snow P.A.S.S. grant program, with support from Ski-Doo dealers, provided more than CA$300K in year two, and more than CA$900K since its inception, to protect and maintain trails and access.
- Leveraging International Snowmobile Safety Week in January 2023, we enlisted the help of Ski-Doo brand ambassadors to reinforce the Responsible Rider pillars.

SEA-DOO influences riders using digital platforms. During the 2022 Safe Boating Awareness Week in May, our digital campaign featured videos with Sea-Doo Brand Ambassador Alvean Azurin, reinforcing Responsible Rider pillars.

SUPPORTING COMMUNITIES IN TIMES OF CRISIS

BRP is a company that cares, made up of people that care—passionately.

This aspect of BRP culture extends as far back as the early years, when our founder, Joseph-Armand Bombardier, invented the snowmobile to improve access to emergency services for people living in remote communities.

In addition to BRP's stand against intimidation, corporate initiatives to impact communities in 2022 included a donation of CA$200K to the Canadian Red Cross to support its humanitarian relief efforts in Ukraine, as well as a donation of vehicles to support research and recovery efforts in Turkey following the February 2023 earthquake.

KEEPING OUR PLAYGROUNDS CLEAN

Sea-Doo has teamed up with 4ocean

A Public Benefit Corporation and certified B Corp, 4ocean is on a mission to clear the ocean of plastic waste. By signing the One Pound Promise, Sea-Doo donated US$10K for the removal of 10K pounds of plastic waste. Sea-Doo also provides several Sea-Doo Fishpro Scout personal watercraft that have been specially outfitted for ocean cleanup.

4OCEAN

Beautifying Lake Chapala in Jalisco, Mexico

Lake Chapala is the country's largest lake and a popular destination for families, but its beauty has been marred by litter. BRP donated materials and US$18K in sponsorship for a community cleanup effort. With the help of Sea-Doo Ambassador and actor Michael Ronda, plus members of the BRP team managing logistics, 100 volunteers collected two tons of garbage in a single day. The event also garnered nearly two million views on YouTube. As Michael says, "It takes a team. We should never underestimate the impact we can have on others."

+2 TONS OF GARBAGE WAS COLLECTED BY 100 VOLUNTEERS IN A SINGLE DAY

RECOGNIZING EMPLOYEE DEDICATION AND GENEROSITY

Not only are BRP employees essential to the success of our corporate-level community initiatives, but they also continue to serve their local communities around the world. Collectively, they gave thousands of volunteer hours and raised thousands of dollars to fund worthy causes also dear to them.

HEALTH RESEARCH, AWARENESS, AND PREVENTION

IN MEXICO: +1K volunteers helped raise awareness of breast cancer and prostate cancer through conferences, communications, and activities.

DELIVERING EMERGENCY SERVICES

IN AUSTRIA: In a win-win for BRP and the municipality of **Gunskirchen**, a firetruck of the local brigade is housed at BRP, and BRP employees serve as volunteer firefighters.

SUPPORTING AND PROTECTING THE MOST VULNERABLE

IN THE UNITED STATES: Employees in **St. Peter**, Minnesota, made the holidays special for 76 needy children in the area by collecting new toys for Toys for Tots and creating a festive space for families to celebrate. They also partnered with the Friends of Learning Back to School Project, running a bake sale and donating US$1K and school supplies for families in need. Employees in **Plano**, Texas, worked with Community Partners of Dallas to bring a bit of joy to abused children, donating toys to 30 children. Meanwhile, employees at **Spruce Pine**, North Carolina, partnered with organizations to support children, raising a total of US$9.7K for organizations such as the Kiwanis Club and the Mitchell County School System.

IN AUSTRIA: Employees raised €6K to support the work of the Kinderschutzzentrum (child protection center) in **Gunskirchen**.

IN MEXICO: 157 employees from our **Querétaro** site have a strong sense of commitment to their community, both personally and as representatives of BRP values. They gave hundreds of hours of volunteer time to four NGOs that provide essential support for girls and elderly people living in abuse and abandonment situations. Many of them served as godparents to the people living in these shelter homes.

UNITED STATES

AUSTRIA

MEXICO

CARING FOR PEOPLE AND THE ENVIRONMENT

IN THE UNITED STATES: Employees at our **Sturtevant** location, in Wisconsin, focused their efforts on cleaning and preserving the environment. Working with Milwaukee Riverkeepers, eight employees, as part of a volunteer army of 4,300 strong, helped clean up the local waterways. They also participated in the organization's annual event, raising US$2.5K. Other employees joined with Team Up to Clean Up to keep the Sturtevant Industrial Park free of litter. Our facility's Environmental team led a successful waste recycling drive to collect and safely dispose of e-waste items. In **St. Peter**, Minnesota, employees participated in the Earth Day Yard and Boat Launch Cleanup.

UNITED STATES

BRP EMPLOYEES EMPOWERING COMMUNITIES

IN CANADA: The BRP Employee Ambassador Committee dedicated to the CHUS Foundation – Pediatric Oncology fundraising campaign reached their CA$1M objective. The five-year commitment saw a wave of employee mobilization drive many initiatives such as overstock sales, payroll giving and fundraising events. With their support and dedication, they were able to reach this goal and enable pediatric oncology patients to be treated close to their homes in the Eastern Townships region of the province of Quebec.

CANADA

SHAPING A CULTURE WHERE PEOPLE THRIVE

405-1

People are the BRP heartbeat. Both architects and ambassadors of the BRP brand and values, BRP employees thrive in an environment that excites them, embraces new ways of working, and offers them opportunities to grow and have an impact. In recognition of these fundamental truths, we are actively shaping a culture that moves our people and delivers outstanding results.

CULTIVATING DIVERSITY, EQUITY & INCLUSION

At BRP, we believe that diversity, equity, and inclusion (DE&I) are key to an engaged workforce and, therefore, to sustainable value creation.

Just as we are breaking down barriers for all who want to ride, we strive to break down anything that prevents people from feeling a sense of belonging and doing their best work at BRP.

Our focus at this stage of our DE&I journey is a thorough assessment of BRP's corporate processes—through a DE&I lens. We began by working with our Talent Acquisition team to embed DE&I throughout our recruitment process.

Building DE&I into our DNA

We have established new structures essential for gathering data, gaining insights, and continuing to advance our DE&I objectives, such as:

- **A DE&I Council**: Co-chaired by Josée Perreault, Executive Vice-President, Omnichannel, and Anne Le Breton, Executive Vice-President, People and Culture, this diverse group will help accelerate our cultural shift.

"WE STRIVE TO NURTURE OUR PEOPLE'S ASPIRATIONS, TO EXCEED OUR RIDERS' EXPECTATIONS, AND TO STAND IN SOLIDARITY WITH ALL THE COMMUNITIES THAT RIDE WITH US."

— **ANNE LE BRETON**
Executive Vice-President,
People and Culture

DE&I COUNCIL

10 MEETINGS IN FY23

Josée Perreault
Executive Vice-President, Omnichannel
CHAIR

Anne Le Breton
Executive Vice-President, People and Culture
CO-CHAIR

FOCUS ON
4 WORKSTREAMS

- COMMUNICATIONS
- TRAINING
- TALENT ACQUISITION
- EMPLOYEE RESOURCE GROUPS

- **Employee Resource Groups (ERGs)**: In November 2022, we launched the Global Women ERG, BRP's first-ever ERG, aiming to empower, support and encourage women at BRP. Our call to participation received an overwhelming response. Led by Ivette Camacho and Kristie Holmes, this ERG will meet to collaborate on developing initiatives to build awareness and foster inclusion at BRP.

  These employee-led voluntary groups are created to share interests related to identity or experience, in a safe space for underrepresented voices.

- **An inclusive hiring practice**: We worked with our Talent Acquisition team to create a more inclusive hiring practice, with DE&I embedded throughout our recruitment process. This effort includes a new hiring toolkit for managers, with templates and brand assets, and integration of DE&I into our employer brand.

- **A tailored DE&I learning journey**: Learning is never one-size-fits-all, which is why we are building a custom-designed DE&I Learning Journey that will be rolled out in 2023. This offer is intended to enable our HR Community, DE&I Council, and ERGs, to build their capabilities in nurturing an inclusive culture, becoming DE&I champions, and practising inclusive hiring.

BRP

GLOBAL WOMEN ERG

Kristie Holmes
HR Manager, APAC, Human Resources
OFFICE VOICE

Ivette Camacho
Manager, Public Affairs & Government Relations, Legal
PLANT VOICE

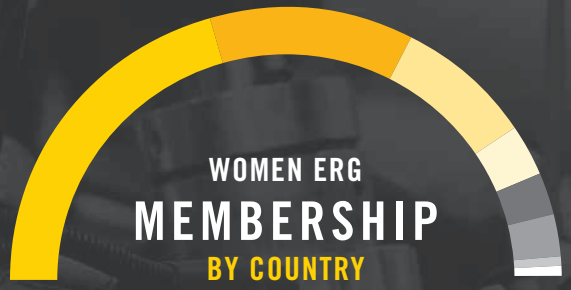
185 REGISTRATIONS* + 10 WOMEN LEADERS APPLICATIONS

*As of April 30, 2023

TWO ADDITIONAL ERGs WILL BE LAUNCHED LATER IN 2023:

→ ETHNIC AND VISIBLE MINORITIES

→ LGBTQ2+



41% CANADA	6% AUSTRIA	1% FINLAND
24% MEXICO	5% AUSTRALIA	1% BRAZIL
16% US	5% EMEA	

Fostering DE&I through awareness

IN MEXICO: Conscious and unconscious biases are at odds with our DE&I purposes, so on International Women's Day, we held a Break the Bias event, with 429 employees participating in a range of activities, such as in-person and virtual conferences, and management training on workplace harassment. In thought-provoking workshops and conferences, employees explored five challenging topics: gender equity, psychological and physical violence, reproductive and sexual rights, inclusive language, and the history and contributions of March 8.

Women getting in the driver's seat

AT CLUB BRP 2023 – HOUSTON, TEXAS, BRP hosted two events. First was a panel of women sharing straight talk about the powersports industry and the work still to be done to realize gender equity. This session was recorded and is still available for subsequent viewing.

The second event was a special two-hour breakfast to provide all women at Club BRP with an open forum for discussion. More than 80 women participated.

INTERNATIONAL WOMEN'S DAY: As part of BRP's commitment to promoting inclusion in the powersports industry, we launched our Get in the Driver's Seat initiative. For every signature gathered, BRP committed to donate CA$1, with funds raised to be distributed among five organizations that are empowering women in our global community: the Canadian Women's Foundation, SheJumps in the United States, Mujeres Resilientes A.C. in Mexico, the Alliance for Gender Equity in Europe, and Dress for Success in the Asia-Pacific region.

SPECIAL TWO-HOUR BREAKFAST AT CLUB BRP

Sisters carving out their paths in engineering

For more than a decade, the Lortie sisters—Isabelle, Marie-Josée, and Evelyne—have blazed their own career trails at BRP. All three studied industrial engineering, driven by a common love of scientific challenges with concrete results. With professional growth opportunities at BRP, they have secured leadership positions in supplier development, assembly, and logistics, respectively. Why BRP? "It's a flagship company that's diverse, invests in its people, and where the only limit is our own ingenuity."

PRIORITIZING HEALTH & SAFETY

Our Global Health & Safety organization and designated local leaders are responsible for putting in place the structures, policies, and processes to promote health and safety in the workplace. In recent years, we are proud to say that this organization has proven to be flexible and adaptable in successfully addressing changing risk environments.

403-1	403-2	403-8

STRIVING TO REACH OUR SAFETY TARGET

Ongoing in all our production facilities is our collective effort to achieve our target of Goal Zero 2025. That means no safety incidents, and no impact on operations.

GOAL ZERO 2025
ZERO INCIDENT ZERO IMPACT

TRIR performance still on track

Long ago, we adopted the Total Recordable Incident Rate (TRIR) as our key performance indicator (KPI) for safety at our facilities.

2022 was challenging, and while this year's performance of 0.9 fell short of the previous year's 0.7, we are still on course to reach our 2025 target. To ensure that we remain so, we are taking steps this year to improve our score:

- Preparing for ISO 45001 certification at each facility through gap analysis and certification roadmap development.
- Developing action plans to reduce top risks and improve governance.
- Deploying standardized software for Health and Safety management, incident notification and approvals, with rollout of additional modules throughout the year.

We congratulate BRP sites that maintained and improved their TRIR score in 2022:

- Juárez 3 and Querétaro in Mexico
- Valcourt operations in Quebec, Canada
- Lansing and Spruce Pine in the United States
- Coomera in Australia
- Gunskirchen operations in Austria
- BRP Electric Vehicles group

ENSURING WELL-BEING IN A HYBRID WORLD

What were once novel ways of working are now the norm. BRP's hybrid work model was fully effective in June 2022, with a framework that helps everyone understand expectations.

This approach was based largely on what employees themselves say they need to do their best work.

92% BELIEVE THAT THE HYBRID WORK MODEL ALLOWS THEM TO HAVE A WORK-LIFE BALANCE THAT MEETS THEIR EXPECTATIONS.

91% BELIEVE THEIR HYBRID CONFIGURATION IS FAIR, GIVEN THEIR ROLE AND RESPONSIBILITIES.

To support our leaders in managing teams in a hybrid work environment, we offered new support tools, including a guidebook and webinar on How to Manage a Hybrid Team, to strengthen their skills and provide strategies for overcoming the challenges of the hybrid approach. More than 160 leaders participated in the webinar, with the result that 88% said they feel more confident in leading a hybrid team.

ENGAGING AND DEVELOPING STRONG TALENT

404-1

The most valuable capital we have at BRP is found in our talented and dedicated people. With CSR25, we are applying new strategies to maintain a fully engaged workforce. To ensure BRP is an employer of choice in a competitive market, we have put in place experiences to attract, develop, and retain strong and diverse talent.

For those looking for greater challenges and mobility, we offer stretch assignments and the opportunity to work abroad on special projects through the Air BRP experience. We offer flexible leadership development options, such as in-person or remote coaching and mentoring. For today's hybrid work environment, employees can choose from on-demand learning options such as the Learning Hub and Leadership Insights, as well as continuing education and language programs.

Based on insights gathered in 2022, we are currently focused on our processes for onboarding talent. The onboarding experience sets the tone and the stage for the rest of an employee's experience at BRP.

Our objective has been to ensure consistent communication with each new employee from the moment they agree to join BRP.

In Canada, we hired and trained a dedicated team to support leaders and new employees in the onboarding process. Their "Experience Day" initiative—which has received rave reviews—is a time for newcomers to drive BRP vehicles, visit the J. Armand Bombardier Ingenuity Museum, and tour our manufacturing facility.

In the United States, we employed gamification strategies to make knowledge retention fun.

In Mexico, a new onboarding grid helps teams track newcomer progress, while in the EMEA region, a "fresh eyes journal" enables teams to gather feedback on the onboarding experience.

With improved onboarding, we will ensure that each new employee is fully exposed to all that BRP has to offer, and is equipped and empowered to excel.

Mentorship Experience

160 MENTORS AND MENTEES
ENGAGED IN AN ONGOING MENTORSHIP EXPERIENCE

90% OF MENTEES
REPORTED SIGNIFICANT ACCELERATION IN THEIR PROFESSIONAL DEVELOPMENT PLANS

BRP Learning Hub

Self-paced learning via our online platform, the BRP Learning Hub, enables employees to boost their skills and knowledge, all at their own pace.

+2.4K ACTIVE LEARNERS

+6.7K TOTAL HOURS OF LEARNING ACTIVITY

Leadership@BRP

At BRP, leadership development is intentional with this six-month program. Through its comprehensive learning path, Leadership@BRP gives our up-and-coming leaders a strong foundation for a successful career at BRP. Launched in fiscal year 2021, Leadership@BRP has had substantial uptake since then, with 176 directors and managers completing the program.

Leadership Insights

Leadership development may have a beginning, but true leaders never stop learning. Through the Leadership Insights electronic library, we provide access to outside perspectives and inspiring content that keeps their knowledge current.

+7.9K ARTICLES, PODCASTS, AND OTHER CONTENT ACCESSED

+1K ACTIVE USERS

RENEWING OPPORTUNITIES FOR TALENT MOBILITY

After a two-year break, Air BRP is back. Far more than job rotation, this program provides global mobility opportunities to talent in search of new challenges and career-shaping experiences.

AIR BRP

NEW DESTINATION. SAME DETERMINATION.

Demand was high this year:

185 APPLICATIONS RECEIVED FROM AROUND THE WORLD

30 EMPLOYEES SPLIT INTO TWO COHORTS

WILL HAVE AN OPPORTUNITY TO WORK AT BRP FROM A DIFFERENT SITE IN 2023

Motivating through development and recognition

IN AUSTRIA: After six months at BRP in **Gunskirchen**, new hires participate in a Newbie Breakfast and are invited to the Rotax MAX Dome, which features an indoor e-kart race track, gaming, and entertainment. This event is an opportunity for them to expand their networks within BRP, and to take part in a workshop on the highs and lows of their product experience so far. In 2022, seven Newbie Breakfasts had 142 participants in total. Meanwhile, employees in Austria are encouraged to further their education if relevant to their work, receiving tuition assistance or paid leave. Those employees that show a potential for group leadership receive training. In 2022, 12 participants received a total of 32 hours of leadership competency training. For positions that are difficult to fill, the team runs internal social media campaigns, and offers an employee referral bonus.

IN THE UNITED STATES: A member of our Talent Acquisition team in **Plano**, Texas, developed an employee spotlight series for web and social media. These articles showcase individual employees and recognize them for their unique contributions to the company.

WORLDWIDE: For career starters, an internship at BRP is an opportunity for meaningful work. In 2022, BRP welcomed close to 550 interns across our sites, and 79 have since joined us permanently.

Measuring the BRP Heartbeat

Understanding what motivates and energizes our people—the BRP Heartbeat—enables BRP to shape a culture in which we all can deliver outstanding results.

We use key tools to gain global insight across the organization, and our ongoing Pulse surveys empower leaders and teams with understanding about what drives employee engagement.

Overall Engagement, Ambassadorship (aka employer Net Promoter Score or eNPS), and compliments recorded by employees for each other, are our three KPIs:

Overall Engagement:

8.1 OUT OF 10, EXCEEDING OUR GOAL OF 8

Ambassadorship (eNPS):

46 COMPARED TO MARKET AT 25

Kudos from colleagues:

BRP's employee experience platform features a tool for people to recognize the efforts and brilliance of their colleagues, and create shared moments.

+5.5K "GOOD VIBES" SHARED BY EMPLOYEES IN 2022

STRENGTHENING MORALE AND A SENSE OF BELONGING

GOVERNANCE

RESPONSIBLE GOVERNANCE

At BRP, we recognize that responsible governance requires a commitment to transparency and accountability throughout our organization, as well as effective structures, policies, standards, and communication.

2-9	3-3	205-1	405-1

"GOVERNANCE REMAINS A TOP PRIORITY FOR BRP. DURING THE LAST YEAR, WE HAVE INTRODUCED MANY IMPROVEMENTS, INCLUDING THE LAUNCH OF OUR NEW STATE-OF-THE-ART CODE OF ETHICS ALONG WITH THE RELATED TRAINING AND CERTIFICATION. WE STRONGLY BELIEVE THAT THIS WILL BE A GREAT TOOL FOR OUR EMPLOYEES TO CONTINUE TO DO THE RIGHT THING."

— MARTIN LANGELIER
Chief Legal Officer

CORPORATE GOVERNANCE

2-9	405-1

BRP's Board of Directors ("Board") is responsible for the stewardship of the company and oversees the management of its business and affairs.

The mandate of the Board, reviewed each year, sets out the Board's principal duties and responsibilities. Through the committee charters, it delegates certain of its duties and responsibilities to the following committees:

- Audit Committee
- Human Resources and Compensation Committee
- Nominating, Governance, and Social Responsibility Committee
- Investment and Risk Committee

BOARD OF DIRECTORS

It is currently composed of twelve members, elected by BRP's shareholders, of which seven are independent.

2022 BOARD COMPOSITION

GENDER

9 MALE
3 FEMALE

ETHNICITY

10 CAUCASIAN
2 OTHER ETHNICITY

TENURE

5 0-5 YEARS
4 5-10 YEARS
3 >10 YEARS

AGE

1 40s
4 50s
7 60s

2022 BOARD ENGAGEMENT

6 BOARD MEETINGS
20 REGULAR COMMITTEE MEETINGS
100% BOARD ATTENDANCE

You can find out more about our Board of Directors in our Management Proxy Circular.

PUTTING SOUND CSR GOVERNANCE IN PLACE

2-12	2-13	3-3

At BRP, we know that corporate sustainability depends on sound governance. Our committed Executive Management team, with the full support of our Board of Directors, provides oversight on BRP's CSR strategy and execution against targets and commitments.

In 2023, we developed key performance indicators (KPIs) to measure our CSR25 program performance. On a quarterly basis, we present our progress against these KPIs to the Board of Directors, as well as to the Executive Management team. Five senior executives are each appointed to lead one of the CSR25 pillars, making optimal use of their unique expertise, and a dedicated team of CSR professionals manages execution.

Introducing the new CSR platform for employees

Employees are BRP's greatest CSR ambassadors. To enable their full participation following the launch of CSR25, we developed and introduced in December 2022 a new platform for employees named CSR at BRP. Employees can now access the CSR at BRP platform from the My BRP home page to get the most updated tools, resources, and information on all aspects of our CSR25 program.

ETHICS AND COMPLIANCE

2-15 | 2-23 | 2-24 | 2-26

BRP's Ethics and Compliance team is responsible for the design, implementation and operationalization of the company's Ethics and Compliance program which includes compliance-related policies, awareness, monitoring, reporting and other initiatives.

The team, which reports to the Chief Legal Officer, is guided by BRP's Ethics and Compliance Committee. This body oversees the implementation of the program, approves corporate policies and regularly reports on the performance of our Ethics and Compliance program to the Audit Committee of the Board.

MAINTAINING THE CORNERSTONE: OUR CODE OF ETHICS

BRP's governance framework begins with our Code of Ethics, which states the principles of integrity and standards of ethical behaviour that we expect from each of BRP's directors, officers, employees, and representatives. The Code of Ethics is annually reviewed and approved by the Nominating, Governance, and Social Responsibility Committee of the Board.

In December 2022, we released a new version of our Code of Ethics entitled Driven by Integrity. New themes were included: data privacy, global trade compliance, relationship with third parties, product quality and safety, human rights, and community engagement. Filled with real-life examples, this completely overhauled, interactive document is easy to navigate and available in different languages to make it easier to understand.

COMPLETION RATE ON CODE OF ETHICS CERTIFICATION:

99.9% OF EMPLOYEES CERTIFIED

BRP third-parties (such as dealers, distributors, suppliers, and other business partners) are also held to the same high standards of integrity through our Supplier Code of Conduct.

PROVIDING SPECIFIC GUIDANCE

Company policies, which provide guiding principles and rules, apply to the whole organization, and are issued to support BRP's values, goals and objectives.

In 2022, we implemented two new policies:

- **Conflict of Interest** – to help BRP employees identify, avoid and disclose situations of real or perceived conflicts of interest.
- **Gifts and Hospitality** – to provide clear guidance on the requirements to be met in relation to the giving and receiving of business courtesies involving BRP employees.

In 2023, we will release two new policies to cover Third Party Due Diligence and Investigations. We will also update our Whistleblower, Anti-Corruption and Harassment policies.

BUILDING AWARENESS AMONG EMPLOYEES

Annually, all employees (except our hourly-paid plant workers) must complete the mandatory Code of Ethics Training and Certification. This initiative is meant to reinforce the company's expectations and provide employees with a formal opportunity to declare any real or potential conflict of interest. In early 2023, we launched a high-quality interactive training module to make sure our annual certification is captivating and formative. This training module is available online and mandatory for all new employees joining BRP.

To engage our employees, we use numerous communication channels, such as:

- **Our Ethics and Compliance site**: In December 2022, we launched our revamped Ethics and Compliance (E&C) site which provides access to our Code of Ethics, our E&C program, key contacts and options for reporting ethics and compliance issues. It also hosts BRP's company policy repository.
- **"What would you do?" capsules**: These capsules, included in BRP's monthly newsletter, present real-life E&C situations, and invite our employees to reflect on how they would address them.

FOSTERING A SPEAK UP CULTURE

2-16

At BRP, we recognize a culture of integrity depends on every employee's understanding that they can and should speak up when they witness conduct that is not consistent with our Code of Ethics or policies. Through ongoing communications, we raise employee awareness of the many options available to them for asking questions and raising concerns, such as the Integrity Hotline managed by an independent third-party provider and available 24/7 in multiple languages.

Every allegation submitted is thoroughly assessed and, if required, investigated. Investigations that reveal any violations result in appropriate remedial measures and/or disciplinary actions. A quarterly status update is provided to the Audit Committee.

BRP's management does not tolerate retaliation against anyone who raises a business conduct concern in good faith or cooperates in an investigation.

COMMITTING TO PROTECT HUMAN RIGHTS

Prioritizing human rights is integral to BRP's commitment to responsible business practices. From the boardroom to the production line, everyone at BRP has a responsibility to protect the rights and dignity of every individual across our global footprint, including our supply chain.

For the third consecutive year, we renewed our commitment to the Modern Slavery Act in Australia. We will continue to develop and expand upon our codes of practice, procedures, risk assessments, awareness trainings, and monitoring frameworks that address issues of modern slavery.

POLITICAL ACTIVITIES

415-1

To ensure BRP is protected from controversies related to political activities and complies with legal requirements concerning lobbying, the following tools and guidelines are in place:

- **Governance documents** that clarify and set strict rules for political activities and engagements with government officials. These tools include our Code of Ethics and our corporate policies.
- **The BRP Public Affairs (PA) team**, which acts as the guardian of the rules of engagement for government relations and advocacy activities.
- **Clear and strict guidelines** to ensure that all government interactions, direct and indirect, comply with regulations for lobbying and requirements for disclosure.

BRP DOES NOT

MEET OR HOST EVENTS WITH ELECTORAL CANDIDATES
as an individual company.

ASSOCIATE WITH ANY SPECIFIC POLITICAL PARTY
in compliance with corporate policies.

THE PA TEAM

CONDUCTS OR COORDINATES ALL ACTIVITIES
aimed at influencing governments on policy making.

ACTS AS A FOCAL POINT
to ensure consistency in government relations management, and provide guidelines to BRP staff.

ENGAGES MAINLY WITH GOVERNMENT/ELECTED OFFICIALS AND CIVIL SERVANTS

BEING RECOGNIZED FOR OUR ACHIEVEMENTS

16 DESIGN AND INNOVATION AWARDS

Awarded brands:

Sea-Doo, Sea-Doo Switch, Ski-Doo, Can-Am Off-Road, Can-Am On-Road and Manitou

6 MARKETING AWARDS

Including:

- The 2022 Brand of the Year award by *strategy* magazine
- The Media Innovation Award 2022 for the Uncharted playgrounds campaign, by *strategy* magazine

4 CSR AWARDS FOR OUR FACILITIES IN MEXICO

- Business Merit Award
- Company of the Year – Excellence in Human Capital
- Socially Responsible Company
- Forbes magazine ranked BRP #5 in its list of "Mexico's Best Employers"

ASSESSING AND MANAGING OUR MATERIAL IMPACT

2-29 | 3-1 | 3-3

REFINING OUR APPROACH TO STAKEHOLDERS

In stakeholder identification, BRP adheres to the Global Reporting Initiative (GRI) definition of stakeholders: "individual or group that has an interest that is affected or could be affected by the organization's activities."

Under the GRI definition, a broad group of stakeholders may be identified. BRP has defined several stakeholder groups that are aligned with the CSR25 pillars, enabling us to focus on material aspects that are relevant to our organization. These categories may encompass other specific stakeholders, and we are continuing to refine our approach to stakeholder identification and engagement.

Understanding our investors

3-2

In May 2022, BRP interviewed investors to understand how they assess and use ESG information when making investment decisions. This exercise enabled us to identify the ESG factors that are material to BRP's business and have the greatest potential impact on company value. Risk factors we identified through this exercise include:

- Climate change
- Product security and safety
- Labor conditions

The ESG factors we identified in this exercise are reflected in BRP's CSR25 program.

PRECAUTIONARY PRINCIPLES

2-23

The precautionary principle denotes a duty to prevent harm, when it is within our power to do so, even when all the evidence is not available. BRP adheres to the precautionary principle and is committed to conducting its business and affairs with honesty, integrity and in accordance with high ethical and legal standards, as per our most recent Code of Ethics.

EXTERNAL CHARTERS, PRINCIPLES, AND OTHER INITIATIVES

2-23

When we launched CSR25, our stated goal was to become our industry's leader in corporate citizenship. Being a leader in corporate citizenship means adhering to globally recognized and proven principles of responsible business.

United Nations Global Compact

To that end, BRP joined the **United Nations (UN) Global Compact** in January 2023. The UN Global Compact is the world's largest corporate sustainability initiative, with the aim of driving awareness and concrete action in support of the UN Sustainable Development Goals (SDGs). Based on CEO support and voluntary participation, it holds companies accountable to aligning their business strategy and operations with ten universal principles of responsible business.

CDP disclosure

BRP has been submitting reports to the **CDP** (formerly Carbon Disclosure Project) since 2015. For the 2022 CDP Climate Change Disclosure, we maintained the B- score we obtained in 2021. We consider this an accomplishment, as the CDP's reporting requirements are becoming increasingly complex and stringent each year to encourage companies to deepen their engagement in carbon emissions reduction.

From 2016 through 2021, we also submitted the Supplier Supplement, but in 2022, we did not do so due to a change in our relationship with the client that had requested it.

Meeting recognized standards

BRP also employs recognized standards for operations. These include the United States Occupational Safety and Health Administration (OSHA) standards for health and safety data, and ISO-derived methods for our energy, environmental, and health and safety management systems.

Our Juárez 1 and 2 and our Querétaro facilities in Mexico are certified ISO 9001:2015, while our Gunskirchen (Austria) facility renewed its ISO 14001 certification in early 2023. Furthermore, our Juárez 2 and Querétaro main buildings, as well as our new machining center are LEED-certified, which confirms that the buildings comply with various sustainability standards, such as reduced energy and water consumption, increased access to natural light sources, and use of regional and recyclable construction material.

ABOUT THIS REPORT

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This tenth CSR report reflects BRP's CSR performance for fiscal year 2023 (FY23), from February 1, 2022 to January 31, 2023. The report refers to certain awards and events from early FY24 for timeliness purposes. We will continue to issue a CSR report on a yearly basis. This report covers BRP's CSR achievements and challenges for all of our activities in FY23 unless otherwise indicated.

To draft the content of this report we:

- Reviewed our FY22 CSR Report.
- Reviewed our material issues to ensure that they are properly documented.
- Evaluated the relevance of selected indicators to keep or add only those reflecting our material issues.
- Exchanged information with relevant BRP management and staff responsible for data collection and reporting, and deepened our understanding of the processes used to generate, aggregate and report data at BRP.
- Reviewed relevant documents and records to ensure data accuracy.
- Assessed the information for consistency with our knowledge of our operations. Our FY23 CSR Report was developed in reference to the Global Reporting Initiative (GRI), GRI 1 Foundation standard.
- Assessed our activities and impact to determine the opportunities to best support the United Nations Sustainable Development Goals.
- Reviewed our activities and operations against the standards of the Sustainable Accounting Standards Board (SASB) and the Task Force on Climate-related Financial Disclosures (TCFD) framework, to better enable us to report sustainability-related information that is material to BRP's financial performance.

Data is subject to limited accuracy due to the current lack of a centralized system for collecting and retrieving sustainability-related information. Where applicable, more information is provided regarding uncertainties in the data, including quantitative information.

BRP is committed to the reporting principles of the Global Reporting Initiative (GRI) and to providing accurate and up-to-date information in its reports. Currently, we are not seeking external assurance, as we have chosen to focus our CSR resources on further implementation of the CSR25 action plan.

FOR QUESTIONS ABOUT THE REPORT AND ITS CONTENT OR TO SHARE YOUR THOUGHTS, PLEASE CONTACT US AT CSR@BRP.COM.

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CSR PERFORMANCE SUMMARY

2-2	2-7	2-24	2-30	201-1	205-2	302-3	305-1
305-2	305-4	306-4	401-1	403-9	404-1	405-1	

This table lists the performance indicators used to evaluate the environmental, social, and governance topics we monitor annually in an attempt to continuously improve our CSR performance.

ENVIRONMENT

TITLE	UNIT	FY21	FY22	FY23	FY21-FY23 VARIATION (%)
Global absolute greenhouse gas emissions[1]					
Scope 1 (direct)	tons CO_2e	26,583	35,991	43,343	+63.0
Scope 2 (indirect)	tons CO_2e	34,244*	40,556	49,642	+45.0
Total	tons CO_2e	60,827	76,547	92,985	+53.0
Global greenhouse gas emissions intensity	tons CO_2e/unit produced	0.1993	0.186	0.1982	-0.55
Energy consumption intensity	kWh/unit produced	846	806*	838	-0.9
CDP results					
Climate change	--	B-	B-	To come in FY24	--
Supplier engagement	--	C	[2]	NA	--
Waste management[1]					
Manufacturing sites achieving zero waste to landfill	%	25.0	25.0	31.0	+24.0
Overall quantity of waste generated – non-hazardous	tons	31,988	41,584*	36,758	+15.0
Overall diversion rate – non-hazardous waste	% waste diverted from landfill	56.0	54.0*	79.0	+41.1
Overall quantity of hazardous waste generated	tons	2,386	3,500	3,579	+50.0
Overall diversion rate – hazardous waste[3]	% waste diverted from landfill	80.3	83.6	82.2	+2.4

[1] Covers 20 installations (manufacturing sites (including Spruce Pine and BRP Megatech), test centres and distribution centres). It does not include Pinion GmbH and St. John's.
[2] Supplier engagement not submitted as relationship with client ended in 2021.
[3] Total hazardous waste generated at all the facilities represents less than 10% of total generated waste. Hazardous waste is disposed of using authorized waste transportation and treatment companies. Disposal methods include fuel blend, secured landfills, waste incineration or recycling.

SOCIAL

TITLE	UNIT	FY21	FY22	FY23	FY21-FY23 VARIATION (%)
Health and Safety					
Work related fatalities	Number	0	0	0	0
Global frequency rate	TRIR[4]	1.0	0.7	0.9	-10,0
Employee profile - Total workforce					
Total employees as of January 31[5]	Number	14,522	19,871	22,808	+57.1
Active workforce covered under collective bargaining agreement	%	29	27	25	-13.8
Women in the workforce[5]					
Women on the Board	%	23.0	25.0	25.0	+8.7
Women on the Management Committee	%	27.3	27.3	23.0	-15.8
Women managers, directors and vice-presidents	%	22.3	23.5	23.9	+7.2
Women employees – plants[6]	%	27.5	28.2	30.5	+10.9
Women employees – offices[7]	%	31.3	31.3	29.1	-7.0
New women employees	%	30.5	29.3	34.8	+14.1
Average age of employees					
Office employees	Years	39.5	38.9	39.3	-0.5
Plant employees	Years	34.0	33.1	34.2	+0.6

[4] Follows the definition of the Occupational Safety and Health Administration of the United States.
[5] From HR database covers 100% of workforce including part time employees.
[6] Based on "plant/blue collar" job level.
[7] Excluding "plant/blue collar" job level.

SOCIAL (CONTINUED)

TITLE	UNIT	FY21	FY22	FY23	FY21-FY23 VARIATION (%)
Average tenure by category					
Office employees	Years	7.9	7.0	7.8	-1.3
Plant employees	Years	4.5	3.5	3.8	-15.6
Turnover rate (undesired)					
Professionals, managers, directors, and vice-presidents	%	5.8	8.4	5.9	+1.7
Internal promotion rate[8]	%	11.5	13.6	15.5	+34.8
Number of work stoppages and total days idle					
Work stoppages	Number	0	0	0	--
Days idle	Number	0	0	0	--
Community engagement and progression towards 1%					
Donations	CADM	1.681	1.434	5.6[9]	+233
% vs goal	%	0.35	0.13	0.48	+37.1
Employee engagement					
Average employee score	Score out of 10	--	8.0	8.1	--
eNPS	--	--	45	46	--

[8] Includes vertical promotions managers and up, does not cover three Marine sites representing less than 30 managers and up.
[9] BRP has adopted the LBG Canada methodology to report on corporate donations.

GOVERNANCE

TITLE	UNIT	FY21	FY22	FY23	FY21-FY23 VARIATION (%)
Annual Code of Ethics certification					
Completion rate[10]	%	97.6	99.7	99.9	+0.2%
Communications and training on anti-corruption policies and procedures					
Hours of training	Number	2,808*	4,647*	6,886	+145
Time to close investigations					
Average days	Number	--	66	43	

[10] All employees (except hourly-paid factory workers).
* Corrections to prior years are due to typographical errors or changes in conversion metrics.

ESG RATINGS

SUSTAINALYTICS	MSCI	ISS ESG
12.9	BB	C-

GRI CONTENT INDEX

Statement of use	BRP has reported the information cited in this GRI content index for the period February 1, 2022 to January 31, 2023 with reference to the GRI Standards.
GRI 1 used	GRI 1: Foundation 2021

GRI Standard and Disclosure

The organization and its reporting practices		Location	Comments
GRI 2: General disclosure 2021			
2-1	**Organizational details**	- BRP at a glance - Company overview	Please refer to BRP's FY23 Annual review and FY23 Annual information form section Business of the company and its industry (available on BRP website at https://news.brp.com/financial-information).
2-2	**Entities included in the organization's sustainability reporting**	- BRP at a glance - Company overview - CSR performance summary	Please refer to BRP's FY23 Annual review and FY23 Annual information form section Corporate structure (available on BRP website at https://news.brp.com/financial-information).
2-3	**Reporting period, frequency and contact point**	About this report	
2-4	**Restatement of information**	Sustainable product strategy	We completed three acquisitions in the last quarter of the reporting year 2022. GHG emissions from the acquired facilities represent less than 10% of our overall emissions.
2-5	**External assurance**	About this report	The CEO and members of Management Committee review and approve the CSR report before its release.
2-6	**Activities, value chain and other business relationships**		Please refer to the FY23 Annual information form section Business of the company and its industry (available on BRP website at https://news.brp.com/financial-information).

Activities and workers		Location	Comments
2-7	**Employees**	CSR performance summary	

Governance		Location	Comments
2-9	**Governance structure and composition**	- Responsible governance - Corporate governance	
2-10	**Nomination and selection of the highest governance body**		Please refer to BRP's FY23 Management Proxy Circular (available on BRP website at https://news.brp.com/financial-information).
2-11	**Chair of the highest governance body**	- Word from the president and CEO - Advancing on our CSR25 commitment	
2-12	**Role of the highest governance body in overseeing the management of impacts**	Putting sound CSR governance in place	
2-13	**Delegation of responsibility for managing impacts**	Putting sound CSR governance in place	Each site is responsible for the application of our sustainable development policy and for CSR-related activities and their respective monitoring. Consequently, local CSR leaders are our contacts at the site level and provide information about CSR projects.
2-14	**Role of the highest of governance body in sustainability reporting**		The CEO and members of Management Committee review and approve the CSR report before its release.
2-15	**Conflict of interest**	Ethics and compliance	
2-16	**Communication of critical concerns**	Fostering a speak up culture	
2-17	**Collective knowledge of the highest governance body**		Please refer to BRP's FY23 Annual Information Form - section Directors and officers (available on BRP website at https://news.brp.com/financial-information).
2-18	**Evaluation of the performance of the highest body**		Please refer to BRP's FY23 Management Proxy Circular - section Disclosure of Corporate Governance Practices (available on BRP website at https://news.brp.com/financial-information)
2-19	**Remuneration policies**		Please refer to BRP's FY23 Management Proxy Circular (available on BRP website at https://news.brp.com/financial-information).
2-20	**Process to determine remuneration**		Please refer to BRP's FY23 Management Proxy Circular (available on BRP website at https://news.brp.com/financial-information).
2-21	**Annual total compensation ratio**		BRP considers this information to be confidential.

Strategy, policies and practices		Location	Comments
2-22	**Statement on sustainable development strategy**	- Word from the president and CEO - Advancing on our CSR25 commitment - Transforming for a low carbon future	
2-23	**Policy commitments**	- Supporting the United Nations Sustainable Development Goals - Ethics and compliance - External charters, principles, and other initiatives - Precautionary principle	
2-24	**Embedding policy commitments**	- Ethics and compliance - CSR performance summary	
2-25	**Processes to remediate negative impacts**		Each site is responsible for the implementation of corrective actions in response to environmental and social topics, in accordance with production realities and local legal compliance requirements.
2-26	**Mechanisms for seeking advice and raising concerns**	Ethics and compliance	
2-27	**Compliance with laws and regulations**		BRP has established an internal environmental and health & safety compliance audit program to assess the compliance level at all BRP sites. Results of the compliance audits are communicated to Management and the Investments & Risks Committee of the Board annually.
2-28	**Memberships associations**		BRP engages with several associations such as the International Snowmobiles Manufacturers Association (ISMA), the International Council of Marine Industry Association (ICOMIA/IMEC), the Personal Watercraft Industry Association (PWIA), Recreational Off- highway Vehicles Association (ROHVA), among others, and actively promotes the creation of working committees on vehicles electrification, carbon neutral fuel, etc.

Stakeholder engagement		Location	Comments
2-29	**Approach to stakeholder engagement**	Assessing and managing our material impact	
2-30	**Collective bargaining agreements**	CSR performance summary	

Material topics		Location	Comments
GRI 3: Material topics 2021 Applies to: GRI 201, GRI 203, GRI 205, GRI 302, GRI 305, GRI 306, GRI 401, GRI 403, GRI 404. GRI 405			
3-1	**Process to determine material topics**	Assessing and managing our material impact	
3-2	**List of material topics**	- Supporting the United Nations sustainable development Goals - Understanding our investors	
3-3	**Management of material topics**	- Advancing on our CSR25 commitment - Transforming for a low-carbon future - Creating a better quality of life for all - Responsible governance - Assessing and managing our material impact	Each site is responsible for the application of our sustainable development policy and for CSR-related activities and their respective monitoring. Consequently, local CSR leaders are our contacts at the site level and provide information about CSR projects.

Social and community commitment		Location	Comments
GRI 201: Economic performance 2016			
201-1	**Direct economic value generated and distributed**	- Financial Highlights - Creating a better quality of life for all - CSR performance summary	
GRI 203: Indirect economic impacts 2016			
203-1	**Infrastructure investments and services supported**	- Toward sustainable facilities - Sustainable product strategy	
203-2	**Significant indirects economic impacts**	Sustainable product strategy	We completed three acquisitions in FY23.

Energy management		Location	Comments
GRI 302: Energy 2016			
302-3	**Energy intensity**	CSR performance summary	

Management of greenhouse gas emissions		Location	Comments
GRI 305: Emissions 2016			
305-1	**Total direct greenhouse gas emissions**	CSR performance summary	
305-2	**Total indirect greenhouse gas emissions**	CSR performance summary	
305-4	**GHG emissions intensity**	CSR performance summary	

Effluents and waste management		Location	Comments
GRI 306: Waste 2020			
306-2	**Management of significant waste-related impact**	Toward more sustainable facilities	Each site is responsible for defining its priorities on environmental topics in accordance with production realities and local legal compliance requirements.
306-4	**Waste diverted from disposal**	CSR performance summary	Management of liquid effluents have not been identified as a material issue for BRP.

Employee engagement and retention		Location	Comments
GRI 401: Employment 2016			
401-1	**New employee hires and employee turnover**	CSR performance summary	

Health and safety of our employees		Location	Comments
GRI 403: Occupational health and safety 2018			
403-1	**Occupational health and safety management system**	Prioritizing health & safety	
403-2	**Hazard identification, risk assessment and incident investigation**	Prioritizing health & safety	
403-3	**Occupational health services**		Health services are available at all manufacturing sites.
403-4	**Worker participation, consultation, and communication on occupational health and safety**		Each site is responsible for defining its priorities on health and safety topcis, in accordance with production realities and local legal compliance. H&S committees comprised on management and employees representatives are present in our manufacturing sites.
403-5	**Worker training on occupational health and safety**		Each site is responsible for defining its priorities on health and safety topcis, in accordance with production realities and local legal compliance. H&S committees comprised on management and employees representatives are present in our manufacturing sites.
403-6	**Promotion of worker health**		Health services are available in all manufacturing sites. More specifically, in our mexican facilities, health care is also provided to our employees' families.

Health and safety of our employees		Location	Comments
403-8	**Workers covered by an occupational health and safety management system**	Prioritizing health & safety	
403-9	**Work-related injuries**	CSR performance summary	Rate of recordable work-related injuries is calculated using the formula: Total number of work-related injuries/total number of hours worked x 200,000.

Training and skills development		Location	Comments
GRI 404: Training and education 2016			
404-1	**Average hours of training per year per employee**	- Engaging and developing strong talent - CSR perfomance summary	Communications and training on anti-corruption policies and procedures.
404-3	**Percentage of employees receiving regular performance and career development reviews**		Each permanent employee agrees with supervisor on performance objectives. This approach promotes dialogue between managers and employees and provides periodic evaluation and feedback.

Equity, diversity, and equality of employment opportunities		Location	Comments
GRI 405: Diversity and equal opportunity 2016			
405-1	**Diversity of governance bodies and employees**	- Shaping a culture where people thrive - Responsible governance - Corporate governance - CSR performance summary	
405-2	**Ratio of basic salary and remuneration of women to men**		BRP considers this information to be confidential.

Business ethics		Location	Comments
GRI 205 : Anti-corruption 2016			
205-1	**Operations assessed for risks related to corruption**	Responsible governance	Code of ethics and anti-corruption policy are available on our corporate website.
205-2	**Communication and training about anti-corruption policies and procedures**	CSR performance summary	
GRI 415: Public policy 2016			
415-1	**Political contributions**	Political activities	

SASB DISCLOSURE

AUTOMOBILES*

Topic	Accounting metric	Category	Unit of measure	Code	Response / comments
Fuel Economy & Use-phase emissions	Sales-weighted average passenger fleet fuel economy, by region	Quantitative	Mpg, L/km, gCO_2/km, km/L	TR-AU-410a.1	The topic of passenger fleet fuel economy and its associated metrics were omitted based on the lack of applicability to BRP's business.
	Number of (1) zero emission vehicles (ZEV), (2) hybrid vehicles, and (3) plug-in hybrid vehicles sold	Quantitative	Number	TR-AU-410a.2	The production of electric vehicles is expected in the coming year and sales expected not before 2024.
	Discussion of strategy for managing fleet fuel economy and emissions risks and opportunities	Discussion and Analysis	NA	TR-AU-410a.3	CSR report – Sustainable product strategy section
Materials sourcing	Description of the management of risks associated with the use of critical materials	Discussion and Analysis	NA	TR-AU-440a.1	FY23 Annual information form
Material efficiency & recycling	Total amount of waste from manufacturing, percentage recycled	Quantitative	Metric tons (t), Percentage (%)	TR-AU-440b.1	CSR performance summary
	Weight of end-of-life material recovered, percentage recycled	Quantitative	Metric tons (t), Percentage (%)	TR-AU-440b.2	Information not currently compiled.
	Average recyclability of vehicles sold, by weight	Quantitative	Percentage (%) by sales-weighted weight (metric tons)	TR-AU-440b.3	Information not currently compiled.

*Although there is no powersport industry standard, BRP aims to align with the SASB reporting framework.

Topic	Accounting metric	Category	Unit of measure	Code	Response / comments
Product safety	Percentage of vehicle models rated by NCAP programs with an overall 5-star safety rating, by region	Quantitative	Percentage (%)	TR-AU-250a.1	NCAP- star ratings do not apply to our vehicles. However, there are industry safety standards applicable to our products. These standards are published by the International Snowmobile Manufacturers Association (ISMA), by the Special Vehicle Institute of America (SVIA), and the Recreational Off-Highway Vehicle Association (ROHVA). Our Sea-Doo personal watercraft comply with the U.S. Coast Guard (USCG), Transport Canada, EU Recreational Craft Directive and many more. Our Can-Am 3WVs comply with the safety regulations of the National Highway Traffic Safety Administration (NHTSA) in the USA and the regulations of each direct market. We believe that our vehicles comply with these and any other applicable safety standards.
	Number of safety-related defect complaints, percentage investigated	Quantitative	Number, Percentage (%)	TR-AU-250a.2	Confidential information, not reported.
	Number of vehicles recalled	Quantitative	Number	TR-AU-250a.3	BRP reports safety recalls information on its website, under the section Product Responsibility.
Labor practices	Percentage of active workforce covered under collective bargaining agreements	Quantitative	Percentage (%)	TR-AU-310a.1	CSR performance summary
	(1) Number of work stoppages and (2) total days idle	Quantitative	Number, Days idle	TR-AU-310a.2	CSR performance summary

TCFD DISCLOSURE

GOVERNANCE

Disclose the organization's governance around climate-related risks and opportunities	Disclosure BRP
Describe the Board's oversight of climate-related risks and opportunities	The company is committed to corporate social responsibility and more specifically to the environment, product safety, health and safety, social well-being and economic prosperity everywhere it operates. The company recognizes that these factors are fundamental to its growth and success. Supported by Senior Management and the Nominating, Governance and Social Responsibility Committee, which has been delegated with the authority to annually review and assess the company's policies and practices with respect to its corporate social responsibility program, the Board of Directors is the ultimate steward of ESG matters, as it reviews KPIs, programs, and actions plans related to our CSR25 program. In April 2022, the company announced its commitment to take CSR even further with the launch of its CSR25 program, which fosters value creation around three main pillars: Environment, Social and Governance. The CSR25 program includes objectives that focus on the company's operations and products, employees and communities, and governance, which have been specifically assigned to senior executives to leverage their expertise. The CSR25 program includes ambitious targets and goals, including without limitation: - Reduce carbon footprint relating to products and operations, with the aim to (i) have 50% of its units sold as electric by 2035, (ii) launch new internal combustion engine (ICE) models that emit less CO_2 that their predecessors, (iii) make its facilities carbon neutral and reaching zero waste to landfill by 2030 and (iv) reduce CO_2 emissions from its supply chain by 25% by 2035.
Describe management's role in assessing and managing climate-related risks and opportunities	In Spring 2022, BRP launched its new CSR program, CSR25, a program designed to strengthen our business resilience. With the support from the Board and Senior Management, we established Environmental, Social and Governance (ESG) pillars within our business strategy and set ambitious targets and goals. In 2022, we further laid the foundation for success by integrating our ESG pillars into our core processes and action plans, helping us identify and manage risks and opportunities that are relevant to our business. ESG pillars are led by members of the Management Committee, who are mobilizing the appropriate BRP teams to achieve the identified goals and targets. Our committed Executive Management team, with the full support of our Board of Directors, provides oversight on BRP's CSR strategy and execution against targets and commitments. In 2023, we developed key performance indicators (KPIs) to measure our CSR25 program performance. On a quarterly basis, we present our progress against these KPIs to the Board of Directors, as well as to the Executive Management team. Five senior executives are each appointed to lead one of the CSR25 pillars, making optimal use of their unique expertise, and a dedicated team of CSR professionals manages execution.

STRATEGY

Disclose the actual and potential impacts of climate-related risks and opportunities on the organization's business, strategy, and financial planning where such information is material	Disclosure BRP
Describe the climate-related risks and opportunities the organization has identified over the short , medium and long term	At the end of 2021, BRP's Board of Directors approved the new CSR25 program. This program is aligned with the overall strategic 5-year planning process, and is revised on an annual basis. Our new CSR25 program falls under the medium-term horizon. While projects and activities are planned on an annual basis, the overall plan will be reviewed at the end of 2025. We will revisit this plan to prepare a second 5-year plan, starting in February 2026.

Describe the impact of climate-related risks and opportunities on the organization's business, strategy and financial planning.	Climate change is receiving increasing attention worldwide. A perceived consensus among scientists, legislators and others regarding the impact of increased levels of greenhouse gases, including carbon dioxide, on climate change has led to significant legislative and regulatory efforts to limit greenhouse gas emissions. BRP may face greater regulatory or customer pressure to develop products that generate less emissions. This may require the company to spend additional funds on research and development and implementation and subject the company to the risk that the company's competitors may respond to these pressures in a manner that gives them a competitive advantage. The development of such products may also present challenges in maintaining the look, sound and feel of the company's products. While additional regulations of emissions in a near future appear more likely than not, it is too early to predict whether such regulation could ultimately have a material adverse effect on the company's business, results of operations or financial condition. Part of the company's strategy to address these risks includes the initiatives and targets detailed in the company's CSR25 program as well as the company's five-year plan to offer electric models in each of its product lines, which itself presents additional risks, including with respect to compliance with rules, laws and regulations applicable to the EV industry. The environment is an essential part of our CSR25 mission, and we have taken important steps to transform our activities for a low-carbon future. In this regard, two years ago, we pledged to invest $300 million over five years to electrify our existing product lines. We delivered on this promise in 2022 by launching a new electric powerpack for karts and, early in FY24, new electric snowmobiles. We also unveiled new electric product categories with the upcoming launch of motorcycle platforms and a hydrofoil board. Also in 2022, we reinforced our expertise and expanded our EV capabilities by completing three strategic acquisitions and subsequently launching our new Low-Voltage and Human-Assisted (LVHA) Group.
Describe the resilience of the organization's strategy, taking into consideration different climate-related scenarios, including a 2C or lower scenario	We developed our program during the course of 2021 and 2022, focusing on better reporting to communicate our targets and progress. We will revise our program and roadmaps to achieve our targets annually and plan for using climate-related scenarios going forward.

RISK MANAGEMENT

Disclose how the organization identifies, asessess, and manages climate-related risks	Disclosure BRP
Describe the organization's processes for identifying and assessing climate-related risks	BRP operates manufacturing facilities in 7 countries: Australia, Austria, Canada, Finland, Germany, Mexico and the United States of America. However, its products are sold worldwide. Therefore, we consider the global outlook when assessing our risks including climate change risks. The Investments and Risks Committee of the Board of Directors monitors the company's risk management program on a quarterly basis. The duties and responsibilities of this Committee include the periodic review of the Corporation's Sustainable Development Policy in order to ensure that the financial and investment strategy follows its guidelines and in the Committee's discretion, make recommendations to the Board regarding the Policy. BRP's enterprise risk management program consists in reviewing a broad range of risks, including climate change risks, to rank them based on the likelihood of occurrence and on the potential severity of impact, and identifying the most significant ones. Environmental considerations, including climate change issues, have been identified as one of the risks potentially impacting BRP and are integrated in the risk management program. The risks are reviewed annually in order to rank them on the likelihood of occurrence and potential severity of impact. Ownership of those risks is being assigned to a member of the Senior Management Committee. The environmental compliance status of our operations is also reviewed annually.
Describe the organization's processes for managing climate-related risks	Environmental considerations, including climate change issues have been identified as one of the risk potentially impacting BRP. BRP's enterprise risk management program consists in reviewing a broad range of risks, to rank them based on the likelihood of occurrence and on the potential severity of impact, and identifying the most significant ones. The risks are reviewed annually in order to rank them on the likelihood of occurrence and potential severity of impact. Ownership of those risks is being assigned to a member of the Senior Management Committee.
Describe how processes for identifying, assessing, and managing climate-related risks are integrated into the organization's overall risk management	Environmental considerations, including climate change issues, have been identified as one of the risks potentially impacting BRP and are integrated in the risk management program. The risks are reviewed annually in order to rank them on the likelihood of occurrence and potential severity of impact. Ownership of those risks is being assigned to a member of the Senior Management Committee.

METRICS AND TARGETS

Disclose the metrics and targets used to assess and manage relevant climate-related risks and opportunities where such information is material	Disclosure BRP
Disclose the metrics used by the organizarion to assess climate-related risks and opportunities in line with its strategy and risk management process	BRP has established a range of targets aligned with our CSR framework: - Make its facilities carbon neutral by 2030 - Achieve zero waste to landfill by 2030 - Reduce CO_2 emissions from its supply chain by 25% by 2035 - Launch new internal combustion engine models (ICE) that emit less CO_2 than their predecessors - Have 50% of its units sold as electric by 2035
Disclose Scope 1, Scope 2 and, if appropriate, Scope greenhouse gaz (GHG) emissions, and related risks	CSR Performance Summary Global GHG emissions: Scope 1 and 2 GHG emissions intensity
Describe the targets used by the organization to manage climate-related risks and opportunities and performance against targets	CSR performance summary BRP has established a range of targets aligned with our CSR framework: - Make its facilities carbon neutral by 2030 - Achieve zero waste to landfill by 2030 - Reduce CO_2 emissions from its supply chain by 25% by 2035 - Launch new internal combustion engine models (ICE) that emit less CO_2 than their predecessors - Have 50% of its units sold as electric by 2035

FORWARD-LOOKING STATEMENTS

Certain statements in this report are forward-looking statements, including but not limited to, statements about the company's financial results and outlook, its business strategy, its corporate social responsibility program referred to as "CSR25" and the company's objectives, targets, goals, initiatives, performance or achievements thereunder ("CSR commitments") as well as the expected capital expenditures and human resources deployment to support the CSR commitments and the benefits expected to result from them, or any other future events or developments and other statements that are not historical facts constitute forward-looking statements within the meaning of applicable securities laws. The words "may", "will", "would", "should", "could", "expects", "forecasts", "plans", "intends", "trends", "indications", "anticipates", "believes", "estimates", "outlook", "predicts", "projects", "likely" or "potential" or the negative or other variations of these words or other comparable words or phrases, are intended to identify forward-looking statements.

Forward-looking statements are presented for the purpose of assisting readers in understanding certain key elements of the company's CSR25 program and related CSR commitments, and in obtaining a better understanding of the company's business and anticipated operating environment. Readers are cautioned that such information may not be appropriate for other purposes; readers should not place undue reliance on forward-looking statements contained herein. Forward-looking statements, by their very nature, involve inherent risks and uncertainties and are based on a number of assumptions, both general and specific. The forward-looking statements contained in this report are not guarantees of future performance and involve known and unknown risks, uncertainties and other factors which may cause the actual results or performance of the company's CSR25 program and related CSR commitments to be materially different from the outlook or any future results or performance implied by such statements, including, without limitation, the risk factors described in the "Risk Factors" section of the company's annual information form dated March 22, 2023 (available on SEDAR at www.sedar.com and on EDGAR at www.sec.gov)("AIF"). The United Nation Sustainable Development Goals (UNSDGs) are also aspirational in nature. The analysis involved in determining whether and how certain initiatives may contribute to the UNSDGs is inherently subjective and dependent on a number of factors. There can be no assurance that reasonable parties will agree on a decision as to whether certain projects, initiatives, investments, or other aspects of our business contribute to a particular UNSDG.

The forward-looking statements contained in this report are made as of June 1, 2023, and the company has no intention and undertakes no obligation to update or revise any forward-looking statements to reflect future events, changes in circumstances, or changes in beliefs, unless required by applicable securities regulations. In the event that the company does update any forward-looking statements contained in this report, no inference should be made that the company will make additional updates with respect to that statement, related matters or any other forward-looking statement. The company is also permitted to determine in its discretion that it is not feasible or practical to implement or complete certain of its CSR commitments, or that it needs to prioritize other nearer-term interests, based on cost, timing, or other considerations.

Moreover, the forward-looking statements made in this report, including the company's CSR commitments under its CSR25 program are based on its current strategic plan, geographic footprint, mix of lines of business and overall size and scope of operations as well as a number of assumptions, including, without limitation, the assumptions which are set out in the "Risk Factors" section of its AIF, as well as the following material assumptions: the company's ability to develop and implement various corporate and business initiatives on their expected timelines, including new procedures, policies and methods necessary to achieve its CSR commitments and foster a CSR culture resulting in behavioural changes and choices across the company's workforce; sufficient collaboration with, and active and continued participation of stakeholders (including the employees, dealers, clients, suppliers and other main actors of the company's value chain and the communities in which it is present), including by reducing their own GHG emissions and complying with the company's policies and procedures; there being no negative impact on the calculation of the company's GHG emissions from refinements in or modifications to international standards, frameworks or the methodology the company uses for the calculation of such GHG emissions; the company not undertaking or pursuing any new corporate or business initiatives, business acquisitions, investments, joint ventures or technologies that would materially increase the company's anticipated levels of GHG emissions; the availability of comprehensive and high-quality GHG emissions and other third party data; projections with respect to renewable electricity generation and the commercial viability and scalability of GHG emissions reduction strategies and related technology and products; anticipated growth in worldwide demand for electric products driven in part by continued importance given to social acceptability of products, entry into force of additional and more onerous environmental regulations including with respect to climate change and GHG emissions and various incentives available in favour of electric products; future earnings and the company continuing to have a solid or adequate financial position that can support or justify such commitments, including allowing the company to make the significant investments in research and development required to develop new electric products of high-quality that are competitive, cost efficient and meet customer demands in terms of range and performance; cost and availability of, and inflationary pressure on, specialized labour, equipment and sustainable raw materials; the company and the industry's ability to develop, access or implement some or all of the technology and infrastructure necessary to efficiently and effectively achieve its CSR commitments; the ability of the company to develop and maintain indicators to effectively monitor and report its advancements; and assumptions that the achievement of its CSR commitments will produce the expected results or meet increasing stakeholder CSR expectations. Although the company believes that the assumptions reflected in the forward-looking statements contained in this report are reasonable as of the date of this report, it can give no assurance that such assumptions will prove to have been correct. Moreover, forward-looking statements contained in this report for periods beyond 2023 involve longer-term assumptions and estimates and are consequently subject to greater uncertainty.

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