



2022 Geared For Good

ESG REPORT



POLARIS
Think Outside



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Born in northern Minnesota, Polaris was built from the spirit of THINK OUTSIDE and a focus on winning the right way. Today we are still driven by this same DNA that all things can be possible Outside.

Be it on land or water, on road or off, Outside is an adventure. It's where we help you work and play, find connections with each other, and yourself, and make memories that last a lifetime.

Outside is our Home. It's why we exist. And taking care of it together — us and you — is one of the greatest ways to THINK OUTSIDE.

POLARIS
Think Outside



INTRODUCTION

IN THIS SECTION • LETTER FROM OUR CEO • POLARIS AT A GLANCE • ESG APPROACH •
CORPORATE RESPONSIBILITY GOVERNANCE • REPORT SCOPE • Q&A WITH LUCY CLARK DOUGHERTY



Mike Speetzen
Chief Executive Officer (CEO)

Letter From Our CEO

Our Geared For Good spirit isn't found in just one place at Polaris. It is infused across every area and each team. In 2022, we continued to advance the alignment of our efforts and impact with the four pillars of our Geared For Good Environmental, Social and Governance (ESG) Strategic Framework: THINK PRODUCT, THINK PRODUCTION, THINK PLACES and THINK PEOPLE. To substantiate our focus, we conducted our second formal ESG materiality assessment to gather stakeholder input about priority topics. Those insights helped inform the updated ESG goals and aspirations shared in this report.

Our efforts last year illustrate the importance we place on being good stewards for our industry, employees, dealers, riders, communities and the outdoors. In 2022 we continued to invest in:

- Reducing our environmental footprint with the achievement of our three 2022 environmental goals and the introduction of new 2035 environmental goals.
- Exploring renewable energy opportunities within our business, from the electrification of our vehicles to solar projects at our operations in Shanghai, China; Wilmington, Ohio, United States; and Goupil, France.
- Our R.I.D.E. (Respect. Inclusion. Diversity. Equity.) Together efforts to make progress in building a more diverse and inclusive workforce.

- The wellbeing of our employees by providing support through online resources and launching a new Employee Assistance Fund in 2023.
- Rider safety which guides our decisions and actions as we design our products with safety in mind, and in the way we identify, track and work to resolve issues that arise. Our focus on safety includes innovation, quality assurance and encouraging safe and responsible riding practices geared to protect our riders and the natural spaces they enjoy.

Leading the powersports industry involves providing the best possible products and experiences, as well as recognizing our role in fostering a better world for the next generation. We take this responsibility seriously and it is always rewarding to see the Polaris team's efforts recognized externally. This year, Polaris celebrates our inaugural inclusion as one of Ethisphere's 2023 World's Most Ethical Companies and Newsweek's "Most Trusted Companies" award.

As an industry leader, we recognize our responsibility to set a high standard and keep pushing ourselves to lean in and do more. We remain committed to making the right decisions as we fulfill our mission of powering passion and pioneering new possibilities for all who play, work and THINK OUTSIDE.

Mike Speetzen
Chief Executive Officer (CEO)

Polaris At a Glance

Established

1954

Founded in Roseau, MN where we still maintain one of our largest U.S. operations to date.

NYSE Symbol

PII

Headquarters

Medina

Minnesota, USA

Employees

+16,000

Globally

Global Network

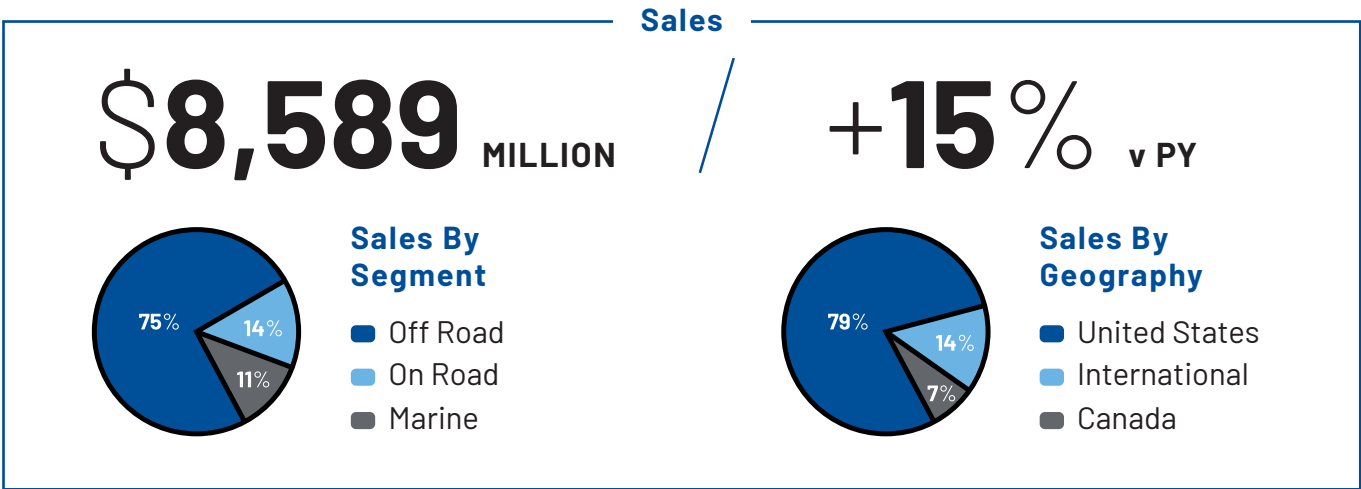
+4,000

Dealers

+100

Countries outside of North America

2022 REPORTED RESULTS



2022 ADJUSTED RESULTS



*from Continuing Operations

Polaris Recognition: 2022

Being recognized is simply a showcase of the great work Team Polaris does in the spirit of being Geared For Good. Here are a few of the recognitions we received in 2022:



Geared For Good Awards

On a monthly basis, we spotlight employees from around the world who are living our Geared For Good values. In addition to internal recognition, each Polaris employee receives \$100 to donate to the nonprofit of their choice. In 2022, awards were given to showcase community partnerships and volunteering, environmental projects to hit goal targets and celebrating diversity and inclusion.

2022 Award Winners

- Top 5 2021 Polaris Gives Volunteers: Susan S., Brent S., Tim F., Anna S., Justin V.
- Getting the Green Beret Race Team Back on the Track: Tim B.
- Empowering Women Leaders of Polaris: Rasika G.
- Leading in Environmental Stewardship: Melissa R.
- Leading Community Efforts after Tornado Disaster: Brooke D.
- Putting People First: Eugene C.
- Dedicated Community Service: Melanie B.
- Keeping Our Communities Clean: Andrea L. & Hanzel M.
- Minimizing our Manufacturing Impact: Joseph J.
- Partnerships that Matter: Holly U.
- Employee-focused Solar Project: Chuck W. & Tim W.



Our Brands

Polaris is the global leader in powersports, powering passion and pioneering new possibilities for all those who play, work and THINK OUTSIDE.



OFF ROAD

Polaris delivers the most complete lineup of customizable utility terrain vehicles (UTVs), side-by-sides (SxSs) and all terrain vehicles (ATVs).



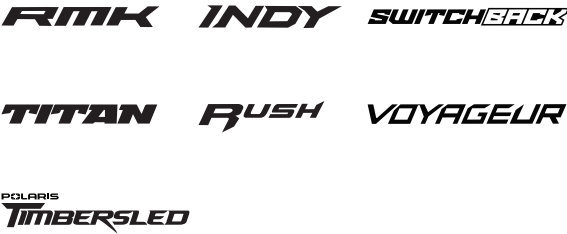
ON ROAD*

Polaris offers motorcycles, three-wheeled open-air roadsters, all-electric personal transportation vehicles and small lightweight vehicles.



SNOW

Polaris is the industry leader in snowmobiles and has branched out into the sport of snow biking.



COMMERCIAL, GOVERNMENT AND DEFENSE

Polaris offers a wide range of utility and passenger vehicles to fit the needs of commercial, government and military applications.



MARINE

The Polaris product portfolio features a lineup of highly recognizable pontoon, deck and cruiser boat brands.



PG&A AND POWERSPORTS AFTERMARKET

Polaris offers engineered parts, garments and accessories, along with other powersports aftermarket brands for UTVs, side-by-sides, ATVs and snowmobiles.



POLARIS ADVENTURES

With Polaris Adventures, Indian Motorcyle Rentals and memberships, consumers can experience the outdoors on a Polaris vehicle without owning one.



RIDER TECHNOLOGY

Polaris technology helps riders plan, track and share ride information.



*Goupil and Aixam became part of On Road in first quarter 2022.

ESG Approach

Our Geared For Good strategy pushes us to be good stewards for the industry, our employees, riders, communities and the outdoors, with a framework intended to drive clarity both internally and externally about our focus areas and efforts.

GEARED FOR GOOD ESG FRAMEWORK

In support of our mission and vision, the Geared For Good ESG Framework factors in topics found through our corporate responsibility materiality assessment and ESG standards, as part of our corporate strategy.



OUR VISION
Global Leader in Powersports

OUR MISSION
Powering passion and pioneering new possibilities for all those who play, work and THINK OUTSIDE

Corporate Responsibility Governance

Through good governance, we build confidence that Polaris is winning the right way and making strategic decisions that facilitate long-term growth while upholding our commitment to corporate responsibility and sustainability. Our [2023 Proxy Statement](#) provides information on Board Governance and compensation practices. Details about our [Code of Conduct](#), Board structure and governing policies are published in the [Governance Section](#) of our Investor Relations website. [View our Corporate Governance Guidelines](#).

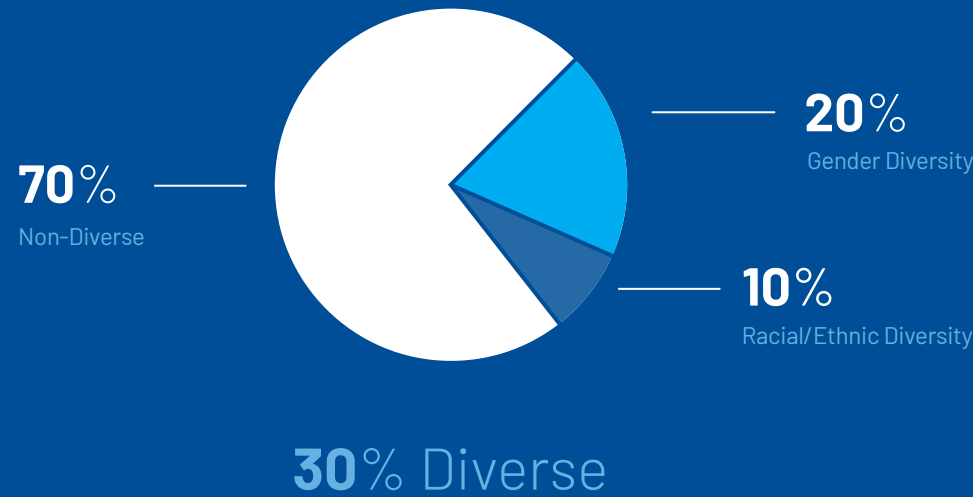
POLARIS CORPORATE RESPONSIBILITY GOVERNANCE

CORPORATE RESPONSIBILITY COMMITTEE (CRC)

- CEO
- CFO & EVP Finance & Corporate Development
- EVP, Global Operations & Chief Technology Officer
- SVP, General Counsel & Secretary (CRC Chair)
- SVP & Chief Human Resources Officer
- SVP & Chief Digital & Information Technology Officer
- Chief Customer Growth Officer
- Chief Product Excellence, Quality & Safety Officer
- President, Off Road
- VP, Corporate Branding & Partnerships (Secretary)
- VP, Legal - Assistant Secretary & Total Rewards
- VP, EHSS & Facilities
- VP, Investor Relations
- VP, International - EMEA
- VP, Polaris Slingshot
- Director, Strategic Corporate Communications

CRC Chair reports to the Corporate Nominating and Governance Committee of the Board

POLARIS BOARD OF DIRECTORS DIVERSITY



BOARD STRUCTURE AND COMPOSITION

All members of our Board, other than our CEO, are independent directors. Currently, the roles of CEO and Chairman of the Board are separated, with an independent director serving as our Chair. The Board believes that an effective leadership structure could be achieved either by combining or separating the Chair and Chief Executive Officer positions. Our Board has adopted Corporate Governance Guidelines covering topics including director selection and qualification, director responsibilities and operation of the Board, director access to management and independent advisors, succession planning, and the annual evaluations of the Board.

Every year we assess the composition of the Committees of the Board and provide director education. Board refreshment and effectiveness is driven by a regular Board and Committee self-evaluation process. We also recognize the value and strategic importance of Board diversity; our current Board of Directors is 30% diverse.

RISK OVERSIGHT AND BOARD COMMITTEES

Our full Board has responsibility for overseeing the company's overall approach to risk management and is actively engaged in addressing the most significant risks facing the company. While the Board and

its Committees oversee key risk areas, the company's management is responsible for day-to-day risk management identification and mitigation, as well as bringing to the Board emerging risks and highlighting the top enterprise risks. We have four standing Board Committees: Audit, Compensation, Corporate Governance and Nominating, and Technology and Innovation. Only independent directors serve as committee members or committee chairs. Additional information about each committee, along with our committee charters, can be found in the [Governance section Board of Directors](#) of our Investor Relations website or in our [2023 Proxy Statement](#).

ENTERPRISE RISK MANAGEMENT PROCESS

Management identifies enterprise risks by engaging in an Enterprise Risk Management (ERM) process consisting of periodic risk assessments performed during the year by finance, legal, regulatory and other functional expertise, in partnership with the business units. Internal audit presents the ERM conclusions to the Audit Committee. As appropriate, key risks are then discussed by the Board. The company maintains regular internal risk management meetings, assigns operating risk owners with accountability for specific risk management activities, promulgates its Code of Business Conduct and Ethics (which is approved by

the Board), and maintains a strong legal department and ethics and compliance office and a comprehensive internal and external audit process

CORPORATE RESPONSIBILITY COMMITTEE

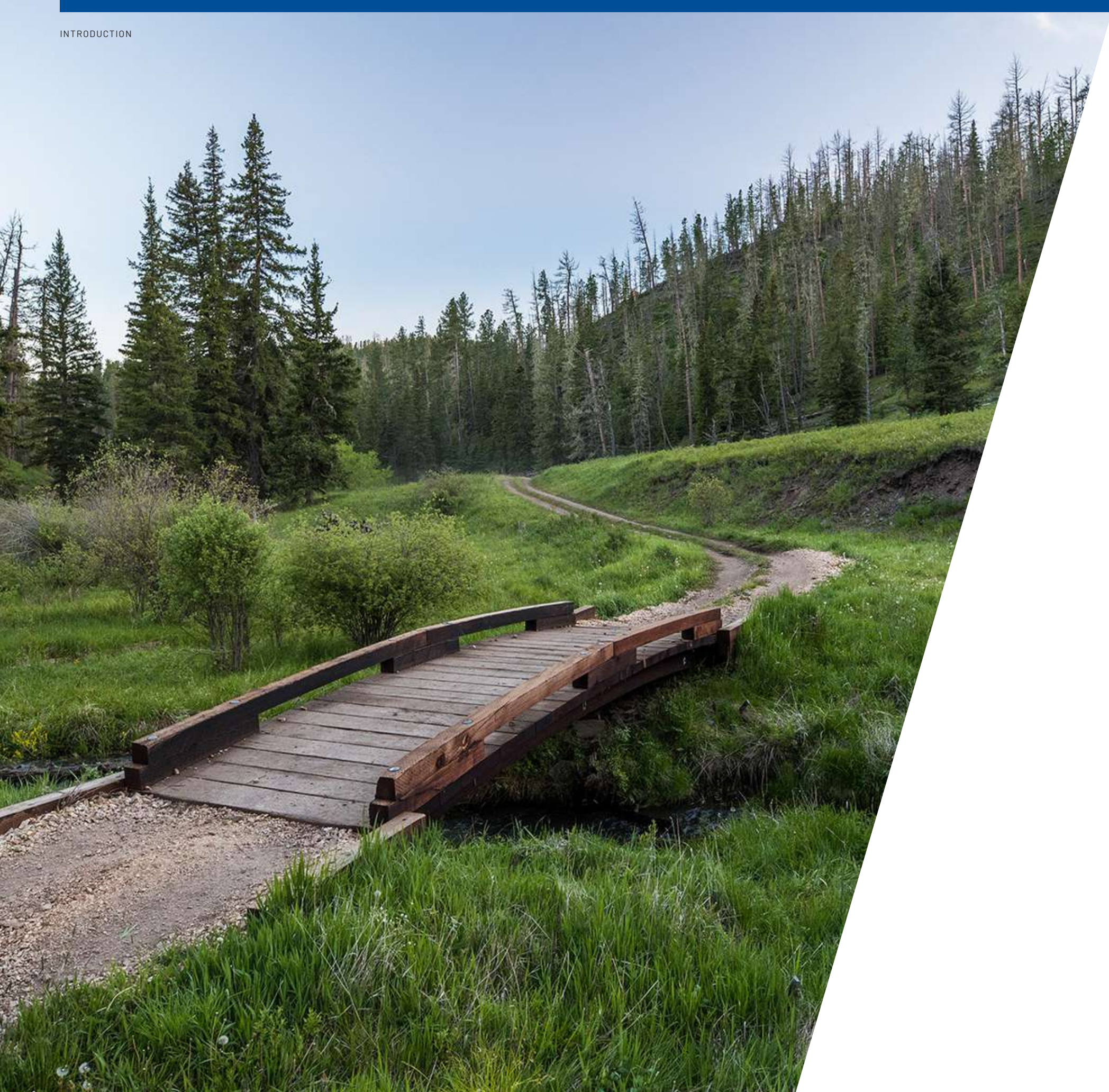
The Polaris Corporate Responsibility Committee (CRC) oversees and executes the company's Geared For Good strategy. The CRC also assists the company's Board of Directors in evaluating the impact these matters have on the company's business, strategies, operations, performance and reputation. Through the CRC, we work to incorporate the elements of our Geared For Good Strategy — being good stewards for the industry, our riders, our communities and the outdoors — across each Polaris function and global business unit. Our CRC includes senior executives from across the company and provides leadership of the company's sustainability initiatives together with the Corporate Governance and Nominating Committee of the Board. Many of the CRC members are featured in the adjacent photo on page 17 living the riding experience. [View our Corporate Responsibility Committee Charter](#). Additional details about leadership and policies related to specific corporate responsibility issues are included in the relevant sections of this report.



Report Scope

This report describes our commitments, goals, programs and performance across a broad range of issues. The report is structured to align with our Geared For Good ESG Framework. Abbreviated terms are spelled out on first reference and also listed in the Glossary portion of the report. The report covers the company's global operations in fiscal 2022, ending December 31, 2022, except where noted otherwise. Unless otherwise noted, data in this report is not externally verified and may occasionally be restated due to improvements in data

collection methodology. Actual results may vary significantly from expectations expressed or implied in the report; undue reliance should not be placed on forward-looking statements. This report references the [Sustainability Accounting Standards Board \(SASB\) Automobile Industry framework](#), as well as expanded information from the Industrial Machinery and Goods framework. We welcome engagement on these topics and can be reached at GearedForGood@polaris.com.



Lucy Clark Dougherty
Senior Vice President, General Counsel and Secretary, and
President of the Polaris Foundation
Polaris Corporate Responsibility Committee Chair

Q&A with Lucy Clark Dougherty

Q: As you look at the journey that Polaris has been on with its Geared For Good initiative, how has it evolved over the past few years?

A: In many ways, Geared For Good — our name for how we serve as good stewards of our industry, employees, riders, communities and the outdoors — really mirrors Polaris’ evolution as a company. We continually strive to innovate and pay attention to what matters. As Polaris has grown and evolved, we’ve built our Geared For Good practices into an ESG framework through materiality assessments and our THINK P framework — THINK PRODUCT, THINK PRODUCTION, THINK PLACES and THINK PEOPLE. I’m proud to be part of the Geared For Good team that encourages people to be good stewards in each of these areas and helps to highlight the stories behind the work taking place across Polaris.

Q: Polaris conducted another materiality assessment in 2022. Why is this process important and how do the results impact the organization’s ESG efforts?

A: To make our Geared For Good framework effective, we must listen, learn and gather insights to shape our efforts. Conducting regular materiality assessments helps us incorporate a broad group of stakeholders. Working with BSR, our initial assessment in 2019 helped us frame up our approach to ESG. In 2022, our second assessment provided validation of what we have done and helped us think through how we can continue to evolve. Over the last few years, we’ve experienced shifts in fundamental areas, including how we work, approach wellness and enable new ways to ride. These changes are a reminder of why it’s important to reevaluate and find out what matters most to people. To that end, you will see in this year’s report how we have taken action — from new wellness programs for employees to revamping many of our talent management programs.

Q: Looking back on Polaris’ accomplishments in 2022, what are you most proud of from an ESG perspective?

A: In 2022, through a cross-functional team led by EH&S, we reviewed internal inputs, benchmarked against external data to understand where we could have an impact and determined our new goals. ([Read more at Goals and Aspirations.](#))

We also awarded our first grant with the National Forest Foundation through the Polaris Fund for Outdoor Recreation. In addition, we continued to refine our ESG governance by revisiting the makeup of CRC and Polaris Foundation Board to provide additional inputs with broader involvement from across the business.

At Polaris, we are continually tuning to be good stewards for our industry, employees, riders, communities and the outdoors. As the global leader in powersports, we set a high bar and continue to raise it, holding ourselves accountable through measurable, time-specific goals and by tracking

our progress toward the aspirations stated here and described in more detail throughout this report. We are committed to working toward the following goals and aspirations and communicating transparently about our progress as we learn and adapt along the way.

THINK PRODUCT



Designing products and technologies with focus on customer satisfaction, safety, and environmental impact

THINK PRODUCTION



Operating facilities with consideration for people and the environment

THINK PLACES



Positively impacting land and water through stewardship and responsible riding

THINK PEOPLE



Putting employees, customers, dealers and the communities where we live and work at the center of what we do

2035 GOALS



ACHIEVE 90% RECYCLABLE CONTENT IN ORV VEHICLES



75% RENEWABLE ELECTRICITY GLOBALLY

50% REDUCTION IN ABSOLUTE GHG SCOPE 1 & 2



90% WASTE DIVERTED FROM LANDFILL

PARTICIPATE IN EPA'S SMARTWAY TRANSPORTATION PARTNERSHIP



100% OF MANUFACTURING FACILITIES WILL IMPLEMENT A WATER STEWARDSHIP PROGRAM



REDUCTION OF SUBSTANCES OF VERY HIGH CONCERN IN BILL OF MATERIALS

ASPIRATIONS

POSITIVE IMPACT

We seek to have a positive impact on the outdoor places where people use our products to enjoy nature and embrace new experiences. We are committed to promoting responsible riding practices and advancing stewardship initiatives that help protect and care for our natural resources.

PROTECT WHERE WE RIDE

We are committed to promoting responsible riding practices and advancing stewardship initiatives that help protect and care for our natural resources. We seek to advance our work here through rider education and partnerships with organizations such as the National Forest Foundation and Tread Lightly!.

EMPLOYEE WELLBEING

Investing in our team and helping them to reach their full potential is core to Polaris, and we strive to offer comprehensive wellbeing programs that reflect the broad needs of our employees while furthering initiatives for employee engagement and development.

EMPLOYEE SAFETY

We aspire to be an incident-free workplace and aim to protect the health and safety of our employees and contractors through ongoing efforts that eliminate hazards, educate employees and implement preventative measures.

DIVERSITY AND INCLUSION

We believe that building a diverse, inclusive and welcoming workforce enhances innovation and enables diversity of thought. We are committed to increasing representation of diverse populations within Polaris and supporting organizations focused on fostering diversity and inclusion in the communities where we live and work.



MATERIALITY

IN THIS SECTION • MATERIALITY • STAKEHOLDER ENGAGEMENT



Materiality

In 2022, we again partnered with [Business for Social Responsibility \(BSR\)](#) to conduct our second formal ESG materiality assessment to determine the ESG topics that continue to be material to our organization.

Consistent with best practice guidance to perform assessments every two to three years, we facilitate regular reviews of our material topics so that we remain focused on the most salient issues for our business within the rapidly changing business and social landscape.



We partnered with BSR — a global leader in sustainable business consulting focused on helping companies develop sustainable strategies and translate them into action — to conduct our second formal materiality assessment in 2022.

ASSESSMENT PROCESS

BSR's established process consisted of four steps designed to identify and prioritize the ESG topics that will have the greatest impact on our business success as well as outward impact on society and the environment, while considering emerging sustainability issues and other changing dynamics in the world around us. Feedback was gathered from a variety of internal and external stakeholders, ranging from senior leaders to subject matter experts, and the results informed the material topics that will drive our focus as we move forward on our ESG journey.



BSR is pleased to be working with Polaris as the company strengthens its understanding of material issues and impacts. We look forward to continuing to support Polaris and for the announcement of their new 2035 goals and aspirations.

- ADAM FISHMAN, ASSOCIATE DIRECTOR AT BSR



1

Identified comprehensive list of issues

2

Connected with internal and external stakeholders

- Interviewed stakeholders
- Assessed recent media and online conversations
- Conducted research on relevant trends and emerging issues

3

Scored the issues based on impact to business success and impact on society and the environment

4

Prioritized the results and compared with external framework issue prioritization, including SASB

FINDINGS

Overall, there was some movement of material topics identified but no dramatic shifts in the data compared to 2019. These results connect with our Geared For Good ESG Framework (see page 14 for more details) and inform and align with our path forward.

Based on the assessment results, we combined some topics and expanded others to help clarify our focus. For example, we merged product quality, safety and innovation into a single topic and elevated rider safety and product use as a separate area, highlighting our focus on safety across product design, production

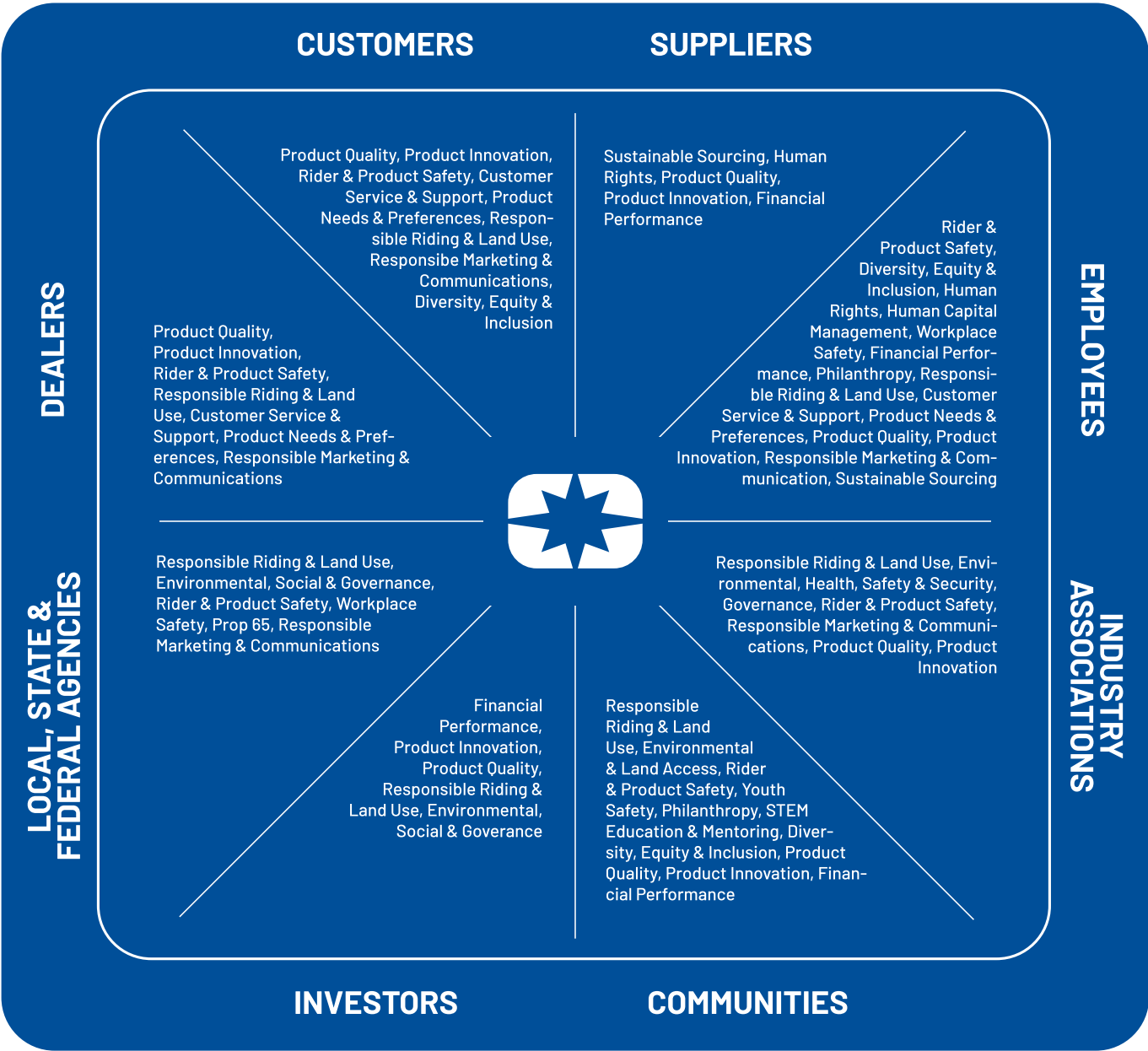
and use. We also refined our focus on talent to include employee engagement and wellbeing. With these and other changes, our updated list includes five material topics, shown in the graphic below.

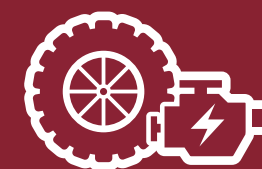
Moving forward, these five material topics – which fall within the overarching priorities of customer focus and business ethics – will influence our ESG strategy and filter into our four Geared For Good pillars. The icons in the graphic below are used throughout this report to show how material topics are being addressed.



Stakeholder Engagement

We regularly engage with a variety of stakeholders to drive continuous improvement in line with our Geared For Good Strategy. Whether through speaking with dealers through our dealer council, regular communication with our suppliers or engaging with consumers at events, these voices give insights into topics of importance.





THINK PRODUCT

Designing products and technologies with focus on customer satisfaction, safety and environmental impact

IN THIS SECTION • PRODUCT SAFETY AND QUALITY • RIDER-DRIVEN INNOVATION • CUSTOMER SUPPORT



MATERIAL TOPICS:



Product Quality,
Innovation & Safety



Rider Safety &
Product Use

2035 GOALS



Achieve 90%
recycleable content
in ORV vehicles



Reduction of
substances of very
high concern in BOM

Product Safety and Quality

At Polaris, we seek to make product safety and quality a competitive advantage to deliver on our commitment to product excellence. We are investing in product safety and quality, and we stand behind our vehicles. At times, we find it necessary to address potential safety issues through recalls. While we recognize recalls may be frustrating for dealers and customers, the safety of our riders is our top priority and we are committed to correcting identified issues. Polaris has built one of the industry’s broadest post-market surveillance (PSS) programs, which is enabling us to aggressively monitor for and identify issues. More about PSS is available on page 34.



As the global leader in powersports, it’s our responsibility to advance safety. Rider safety is, and will always be, our #1 priority and what we keep at the center of the decisions we make. Safety isn’t someone else’s job – it’s a journey that involves every employee and team. We continually challenge ourselves to innovate and apply lessons we’ve learned to deliver the best customer experience in powersports.

—CHRIS WOLF, CHIEF PRODUCT EXCELLENCE, QUALITY AND SAFETY OFFICER



I DECIDE
QUALITY

I DECIDE is a calling that empowers employees to speak up if they see something, and places accountability on both individuals and teams to make the ethical decision that is right for improved safety and quality.

Our Approach

Polaris is focused on continuing to improve our safety and quality processes, enabling our teams to prevent safety issues and to address concerns when raised. We work to deliver industry leading results that go above and beyond what our customers expect.

QUALITY OPERATING SYSTEM AND I DECIDE QUALITY CULTURE

Through our [Polaris Quality Operating System](#), we monitor our processes to identify, improve and prevent product issues. The Polaris Quality Operating System is patterned after globally recognized industry standards ISO9001:2015 and IATF16949:2016 and details various elements related to safety and quality, including senior management oversight, safety standards, training initiatives, testing procedures and audit procedures. While not an exhaustive source, this summary of our Quality Operating System provides an overview of how product safety and quality in product development is governed at Polaris.



EXTERNAL INSIGHT AND EXPERTISE

We continue to refine our safety and quality processes, including through our collaboration with AIAG and Gartner.



ABOUT AIAG

Polaris is a member of the Automotive Industry Action Group (AIAG), a nonprofit that brings together original equipment manufacturers (OEMs), suppliers, service providers, government entities and individuals working in academia to collaborate on ways to lower costs and decrease complexity in the supply chain. Through AIAG, we bring best practices and relevant trainings to our organization, allowing us to build competencies and align our processes with proven industry solutions.



ABOUT GARTNER

We have partnered with Gartner since late 2000 to provide insights and expertise on our quality and supply chain strategies, systems and processes. Their input provides useful feedback on our continuous improvements.

ADVANCING PRODUCT SAFETY

The safety of those who ride our vehicles is our top priority. We are committed to doing right by our employees and customers and leading the powersports with respect to safety.

Our focus on proactively advancing product safety extends across the company. We monitor feedback in a variety of ways to help us identify any potential safety issues early. We capture insights about how riders are using our vehicles via online customer inquiries and calls to our Owners' Connection team, as well as dealer input,

warranty-related information, technical service support and other components of our Post-Sales Surveillance systems and processes (PSS is detailed on page 34).

Through a combination of approaches involving risk avoidance, protection and notification, we are further designing safety into our product development processes, communicating safe practices to our customers and using technology to notify riders of unsafe behaviors so that everyone who uses our vehicles can enjoy them safely. Additionally, through our monitoring

process we at times make the decision to voluntarily issue recalls on some Polaris models, as we did in 2022, to help protect rider safety. For additional information on our rider safety efforts, see the [THINK PEOPLE](#) section of this report.

Next Steps

Safety and quality are necessarily a process of continuous improvement. We will continue, in 2023, to drive towards improved product reliability and safety advancements for future products.

QUALITY STAR AWARDS

At Polaris, we know that our decisions and actions impact the overall quality of our products. Fostering a culture that values quality allows us to deliver on those expectations. Polaris employees are empowered to help the company prevent safety issues throughout the design, manufacturing and use of our vehicles. Throughout each year, we

recognize employees who demonstrate a commitment to safety and quality through our Quality Star Awards. As a part of our Quality Star Award process, 628 awards from locations around the world were nominated for their contributions to quality and safety at Polaris in 2022. The Quality Star Awards are given for a wide variety of reasons — from employees finding issues on

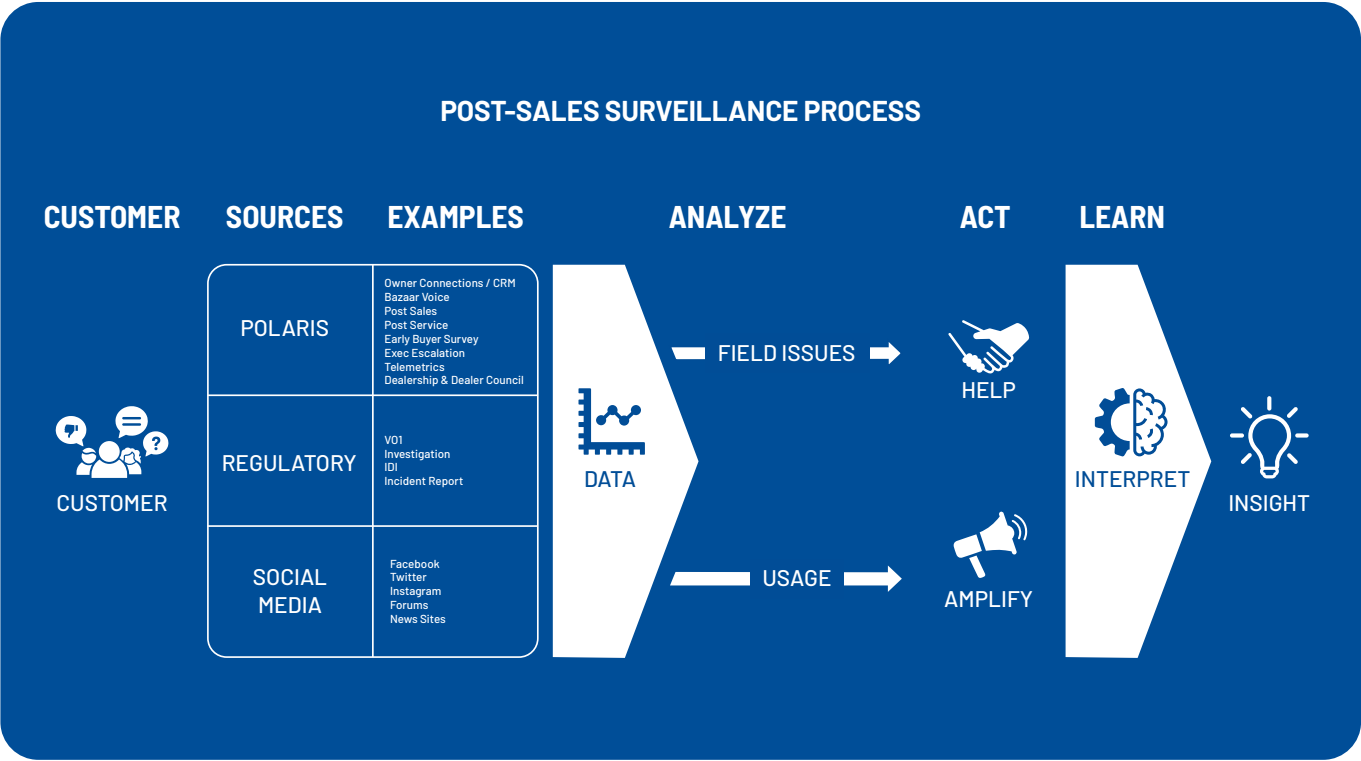
our assembly lines, to engineers proactively working on improving test methods. These individuals reinforce our commitment to our customers by raising their hand, making a difficult decision, or taking an action that exemplifies our safety, ethics and quality culture.

SAFETY AND QUALITY POST-PURCHASE

Our Approach

Polaris monitors safety and quality signals through our Post-Sales Surveillance (PSS) systems and processes. After vehicles are sold, our PSS team uses a variety of technologies to detect safety and quality signals and trends, then analyzes those inputs based on internal expertise, field data and advanced algorithms. We also promote the use of safe and responsible riding practices by everyone who owns and operates our vehicles.

Once a signal is identified, our Product Action Policy defines how we will investigate potential safety compliance matters and elevate them for further action if necessary. The policy clearly defines the cross-functional team, including signatories, to drive accountability.



Our Progress

The PSS team works to enable early detection of potential issues and minimize the impact on customers. In 2022, we:

- Expanded our digital twin system documentation that documents key safety production related information for each vehicle before it goes to market. This information is stored, along with the vehicle identification number, and can be referenced if it comes back to PSS to help determine appropriate next steps.
- Implemented a web-based and mobile device-friendly electronic customer questionnaire for safety claim incidents, providing an easy, convenient way for a customer to share details and enable keyword search capabilities for us to better identify and address potential issues.
- Utilized neural networks to automate processes for identifying subtle anomalies on the production line. Using computers to review photos helps decrease the potential for human error and provides a high rate of confidence in how the product was built.

When we make the decision to take action, such as issue a stop ride/stop sale or product recall, it is to protect our riders. Polaris works with the appropriate regulatory agency to notify and facilitate recalls quickly and efficiently to provide the best possible experience to impacted owners. When issuing a voluntary recall, we strive to proactively communicate with our dealers and customers, including the notification to stop riding or selling impacted models, an explanation of the issue, information about necessary next steps and visibility into the resolution along with responsible riding practices when appropriate. We strive to get customers back out riding again safely as soon as possible.

This approach to monitoring our products, even after they leave our factory floors, combined with our ongoing investments in engineering, testing, supplier quality and manufacturing processes, bolsters our focus on providing our customers with safe, high-quality vehicles.





Rider-Driven Innovation

Our goal is to create innovative, rider-driven and industry-first products and technologies.

Our Approach

Polaris invests in research and development projects across brands and sectors to improve how our customers work and play outdoors. We build on our capabilities and refine our strengths while identifying new and emerging opportunities based on customer data, insights and industry experience.

Our Progress

We set company innovation records in 2022 with the greatest number of U.S. patents granted to Polaris engineers over that past year. You can read more about the 2022 Patent and Innovation Awards event, an annual ceremony celebrating the [engineering and innovation accomplishments of the Polaris team](#).

INNOVATION RECORDS AT POLARIS IN

2022

70 U.S.
PATENTS

GRANTED TO POLARIS ENGINEERS

9 PATENTS

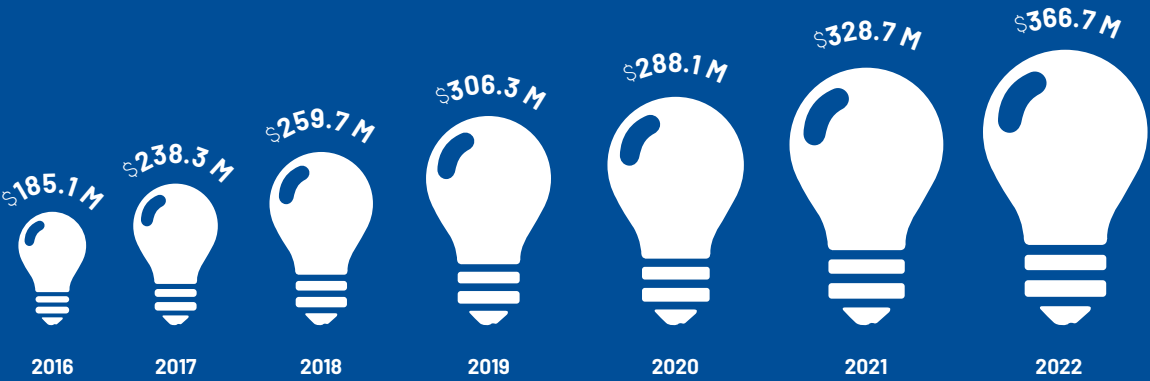
GRANTED TO JUST ONE POLARIS
ENGINEER, THE MOST AWARDED TO
AN INDIVIDUAL POLARIS EMPLOYEE
IN A SINGLE YEAR

503

INVENTION DISCLOSURES SUBMITTED
FOR U.S. PATENT CONSIDERATION

RESEARCH AND DEVELOPMENT

Our Research and Development process is a leading way that Rider Driven Innovation comes to life at Polaris. It's the embodiment of how we internally THINK OUTSIDE in the spirit of helping our customers do so. Our commitment to this process can be found in the growth below:



PRODUCT INNOVATION HIGHLIGHTS

For nearly 70 years, we have been setting the standard for innovation in powersports, listening to our customers and using our experience to create products and technologies centered around the rider. In 2022 we introduced many innovations to meet customer needs and advance rider experience and safety.



Polaris RANGER Capability and Ride Enhancements

Putting the customer at the center, Polaris Off Road delivered various offerings to help improve the ride and ability to get the job done. The 2023 RANGER Trail Boss offered a new LED rear work light to illuminate the bed of the vehicle and make it easier to work in low-light conditions. It also offered a new 12V cargo box power port provide mobile power for seamless, convenient operation of sprayers and our RIDE COMMAND+ technology (see page 41). RANGER was also included in the launch of an all-new track system, the Prospector Pro 2.0. These new tracks are built with flexible sides and a slight curve toward the inside to allow stable handling, a more comfortable ride, and precise steering for long-distance riding and long working hours.



Slingshot Factory Personalization

In 2022 Slingshot launched a factory options ordering program that allows customers to order a Slingshot direct from the factory with select options already installed. From hood, to seats, to audio, 30+ color options and more, customers can build their dream vehicle tailored with their unique style, comfort and technology selections and it will be delivered to the dealership ready to hit the road. This Slingshot Factory Personalization reduces waste from replaced parts that would previously be removed to put on accessories after purchase.



ProStar 4-Stroke Snowmobile Engine

Polaris launched the ProStar 4-stroke engine for snowmobiles in 2022, providing customers with a cleaner-burning, quieter engine that is easier to maintain and allows for longer running times between service. This rider-driven innovation builds on our expertise with proven 4-stroke engines in other Polaris vehicles and helps meet emissions reduction targets.



509 Motorcycle Gear

With a history of designing advanced technical gear and setting industry standards, 509 launched a line of motorcycle helmets and jackets in 2022 focused on maximizing performance, safety and style, with additional options coming in 2023.



Indian Motorcycle Electronically Adjustable Rear Suspension Preload

Launched in 2022, the electronically adjustable rear suspension preload from Fox® provides riders with the option to adjust their suspension preload for optimal comfort and handling under varying conditions from the bike's infotainment system. Standard on some models, the feature is available as an accessory upgrade for many others.



SunDeck 2600

Hurricane deck boats introduced a new hull in 2022 with the introduction of model year 2023 and the SunDeck 2600. The SunDeck 2600 offers boaters a spacious design, and a safe and stable platform with the power and performance for a comfortable ride.



ELECTRIFICATION

Our Approach

At Polaris, it isn't just about building electric powersports vehicles — it's about delivering the best riding experience. There are many benefits to electric powertrain technology, from acceleration and control to quieter operations and zero emissions. We continue to research and test electric prototypes broadly across our product platforms and will commercialize purposefully where electrification improves the customer experience.



EXTERNAL INSIGHTS AND EXPERTISE HIGHLIGHTS

About Zero Motorcycles

Through our partnership with [Zero Motorcycles](#), a leader in electric motorcycle powertrains and technology, Polaris is advancing our electric offerings.

About Qmerit

We partnered with Qmerit, a leader in green energy transformation, to provide home charging solutions for customers with electric vehicles.

About Torqeedo

To provide an electric motor option for the Mighty G pontoon, Polaris partnered with Torqeedo, the global market leader in electric mobility on the water.

About Wallbox

For customers needing faster charging times for their electric vehicles, we partnered with Wallbox — a global company creating advanced electric vehicle charging and energy management systems — to deliver enhanced home charging solutions.



Our Progress

Building on our longstanding efforts, in 2022 we launched our first pontoon designed with an electric propulsion engine option (see the Mighty G spotlight at right for details). In addition, we secured a partnership with Spiers New Technologies to provide battery recycling and established battery assembly operations in our Osceola, Wisconsin, manufacturing facility. We also partnered with Wallbox, an electric vehicle supply equipment supplier, to deliver enhanced home charging solutions to customers needing faster charging times.

Next Steps

The Ranger XP Kinetic — an electric UTV — began shipping in early 2023, and we will keep moving forward with our electric product offerings.



ELECTRIC PRODUCT SPOTLIGHT: MIGHTY G

The latest innovation from Godfrey Pontoons, the Mighty G, is one of the first pontoons developed specifically for use with either an electric or gas-powered engine. Leveraging design elements like full-sized tubes to maintain ideal flotation levels and a shorter deck height to create a lower center of gravity, the team was able to create a pontoon that maintains performance with either motor. The two designs offer options for both fishing or cruising. To make charging the electric motor at the dock easier, the battery can be plugged in to a single extension cord between uses.



POLARIS RIDE COMMAND AND RIDE COMMAND+ IN 2022

+55,065,000

MILES LOGGED

+750

LOCAL RIDER-CREATED EVENTS

+571,600

TOTAL TRACKED RIDES

+100

COUNTRIES WITH POLARIS RIDERS USING RIDE COMMAND TECHNOLOGY

+37,300

GROUP RIDES BROUGHT TOGETHER

APP TRANSLATED INTO

14 DIFFERENT LANGUAGES

POLARIS RIDECOMMAND®

CONNECTED VEHICLES: RIDE COMMAND AND RIDE COMMAND+

Our RIDE COMMAND technology supports a better, safer riding experience by allowing riders to connect with others to plan routes, track rides, maintain contact while riding, share experiences and foster community. New features are continually being evaluated and added, such as the addition of land information to the maps section for RIDE COMMAND's more than a million miles of off-road trails. Providing a new level of industry first connectivity, our RIDE COMMAND+ platform launched in 2022 and offers all the features of RIDE COMMAND plus enhancements including:

- **Vehicle Locator**, enabling riders to pinpoint any vehicle they own, on or off their property
- **Issue Diagnostics**, helping riders remain proactive with their maintenance, spend less time diagnosing issues and avoid unexpected downtime
- **Vehicle Health**, allowing for remote monitoring of battery life and estimated vehicle range on electric vehicles, as well as fuel levels, oil change status and more on gas-powered vehicles
- **Group Ride+**, enabling riders to stay connected to their fellow riders even when they're out of sight

Additional enhancements will continue to be added moving forward, with features like Bump Alert, Post Ride Alert, and Bump Alert, Post Ride Alert, Ride Tracking and Group Ride+ launching in 2023. [Learn more about RIDE COMMAND+.](#)

	RIDE COMMAND	RIDE COMMAND+
ROUTE PLANNING	●	●
GPS MAPPING	●	●
INTEGRATED WAYPOINTS	●	●
GROUP RIDE	●	●
EVENT PLANNING	●	●
RIDE SHARING	●	●
VEHICLE HEALTH MONITORING		●
ISSUE DIAGNOSTICS		●
VEHICLE LOCATOR		●
BUMP ALERT		●
POST RIDE ALERT		●
GROUP RIDE+		●
RIDE TRACKING		●



Customer Support

We work to support our customers throughout their ownership journey by gaining their insights on offerings, products and services, helping customers improve their knowledge of and experience with Polaris products, and welcoming new customers to powersports.

Our Approach

By infusing customer insights into our day-to-day processes and decisions, we work to understand what different customers and prospects want and need, how they prefer to hear from us, who they are and what they think about Polaris. Our owner communities

— including the Indian Motorcycle and Snow Ambassadors, Polaris Owners Council and Indian Motorcycle Riders Group (IMRG) — are also part of our rider-driven approach.

Customer Experience

From exploring potential product concepts through market research to refining through in-person focus groups, our approach enables us to monitor and listen after products are in the market and purchased by consumers. To assist in collecting customers’ perspective, we use our customer feedback management software platform to pull real-time, input, identify long-term opportunities for improvement and see a unified view of customers across all touchpoints. This information allows us to develop more actionable insights. Polaris receives more than 200,000 customer satisfaction feedback surveys each year through six different programs, with feedback coming in from up to 14 countries. We used that feedback in 2022 to continue improving our processes, products and services.

EXAMPLES OF ENHANCING CUSTOMER EXPERIENCE

Customer Satisfaction

- Focus groups
- Feedback surveys
- Benchmarking

Customer Knowledge

- Help Center articles
- DIY videos
- Podcasts

Owner Experience

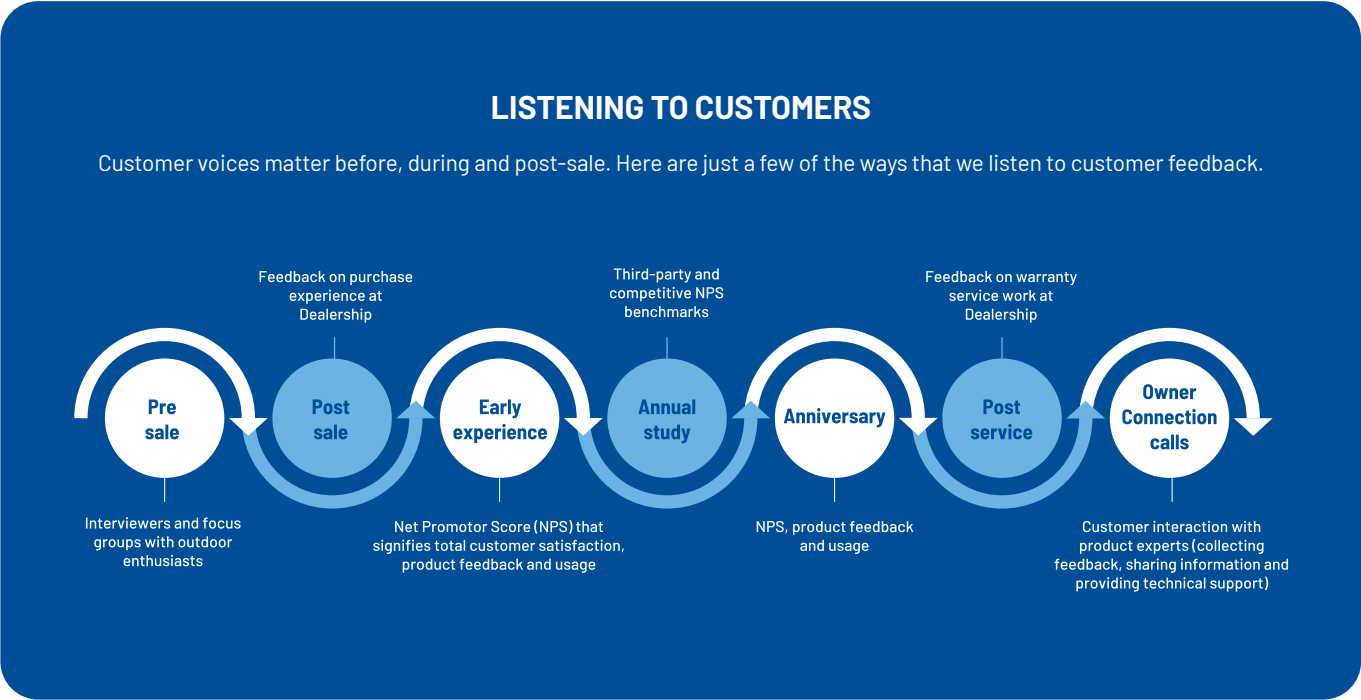
- Polaris RideReady
- Polaris Account

Customer Growth Initiatives

- Empowersports Women's Riding Council
- Empowersports Diverse Riding Council
- International Female Ride Day
- Ambassadors and Riders Groups

Responsible Marketing and Communications

- Marketing Guidelines
- Owner's Manuals



CUSTOMER KNOWLEDGE AND HELP CENTER RESOURCES

Our Help Center Team produces engaging and informative content, including website articles, do-it-yourself videos and Polaris Podcast episodes designed to help owners further understand, maintain and enjoy their vehicles. A variety of resources are available to help owners at each stage of their journey:

- **Help Center Articles:** More than 2,000 articles are available, covering a wide range of topics about Polaris products and processes, with new articles added and updated daily based on customer feedback. In 2022, the articles garnered over 2.5 million views, increasing 6% from the previous year.
- **DIY Videos:** We create videos that cover maintenance procedures, light repair and accessory installation on models in each of our core product lines. Videos can be found on our product lines' YouTube channels, websites, Help Centers and customer accounts. To date, the videos have over 4.9 million views on YouTube, with new content filmed weekly.
- **Shop Talk Videos:** This series of YouTube videos provides a deeper look into our off-road vehicle technology, helping consumers better understand what they ride.
- **Polaris Podcast:** With a focus on educating, encouraging and entertaining listeners, the Polaris Podcast publishes two new episodes each month. The podcast averages hundreds of downloads per week and has been downloaded in 117 countries across six continents.



RIDE READY SERVICE BUILT FOR YOU

8x
INCREASE IN
APPOINTMENTS
SCHEDULED SINCE INCEPTION

RIDE READY

Servicing vehicles supports rider safety and helps deliver the best riding experience for our customers. To make that aspect of the ownership experience more convenient, in 2020 we launched the on-demand digital platform, RideReady. This industry leading platform was built to make servicing and maintaining off-road vehicles, snowmobiles, motorcycles and Polaris Slingshots easier. RideReady connects powersports owners with participating Polaris and Indian Motorcycle dealerships to seamlessly manage their service needs through personalized vehicle and maintenance information, online service scheduling, transparent pricing, appointment reminders and notifications, along with “how-to” content for owners who prefer the “do-it yourself” approach. Select RideReady dealers offer transportation and mobile services to provide customers flexibility in getting service for their vehicle.

POLARIS ACCOUNT

We make the Polaris ownership experience easier for customers through Polaris Account, a personalized experience that streamlines each customer’s interactions with our products, offerings and programs by helping owners easily access vehicle and accessory details, track vehicle maintenance milestones and product or accessory orders, schedule services, connect with other riders, view tracked and planned rides, talk to a Polaris Pro and more. We continue to add and hone features, and users are increasingly logging in when visiting Polaris websites and apps for a more personalized experience.

1.6 MILLION
TOTAL ACCOUNTS

7.7
CUSTOMER SATISFACTION SCORE

143%
INCREASE IN POLARIS ACCOUNTS
(VS. 2020)

+2 MILLION
POLARIS ACCOUNT LOG INS IN 2022

+380,000
NEW ACCOUNT SIGN UPS IN 2022

1 MILLION+
VEHICLES ADDED TO THE GARAGE



Customer Growth Initiatives

We continually seek new ways to connect with our customers and elevate opportunities for them to THINK OUTSIDE. Our goal is to engage with current customers and welcome new riders to experience powersports through specialized programs, partnerships and participation models beyond vehicle ownership. We aim to increase our customer base by 50% by 2031 (compared to 2021).

Our Approach

With a portfolio of more than 30 brands, Polaris appeals to a wide range of customers and we engage with our current customers and new riders in several ways, including: broad, large-scale settings and riding events; smaller, more tailored initiatives; riders’ groups; and ambassador programs. The information we gather through these experiences helps drive how we design and deliver products.

REACHING NEW AUDIENCES

One way we seek to drive awareness of our products and the experiences they enable among new and diverse audiences is through engagement with media and influencers. Our efforts in this area begin with conducting research to better understand how specific audiences consume information and who and what they view as trusted resources. From there we identify key outlets or influencers with strong reach and begin to engage.

This engagement often includes inviting influencers and media members to experience our products for themselves via Polaris Adventures. Polaris employees participate in the experience to help further educate the participants so they in turn can share their learnings and experiences with their readers or followers in a way that is authentic and relatable to them.

In 2022 we hosted several media representatives and influencers on ride experiences including:

- [Latinas Poderosas](#)
- [Teton Gravity Research](#)
- [Women Who Explore](#)
- [BE Latina](#)
- [Complex Magazine](#)
- [Chad Brown](#)

Our Progress

To help our new customers feel comfortable and connected, we implemented efforts to build their knowledge and confidence.

These strategies include:

- Understanding new and diverse customers and their sentiments, values and beliefs regarding powersports and outdoor recreation.
- Developing creative and messaging focused on reaching new and diverse customers;
 - Utilizing appropriate messaging to connect with each unique customer segment.
 - Producing ads in multiple languages for target growth segments.
 - Launching a new version of our website for our Spanish-speaking customers in the U.S. to create a more inclusive experience.
 - Engaging with new customers through intentional events.

//
I am so excited to see people
who look like our customers
in your advertisements. //

- SLINGSHOT & INDIAN
MOTORCYCLE DEALER



POLARIS ADVENTURES AND POLARIS ADVENTURES SELECT

As more people continued to turn to the outdoors for new experiences, Polaris Adventures and Polaris Adventures Select provided opportunities for riders at every experience level to THINK OUTSIDE. More than 350,000 riders – 60% of whom were new to riding – were able to explore the outdoors, and the network added 30 new locations in 2022.

EMPOWERSPORTS DIVERSE RIDING COUNCIL

To better understand our current and potential customers, in 2022 Polaris created the [Empowersports Diverse Riding Council](#). The group unites 16 influential riders, adventurers, leaders and entrepreneurs who bring multicultural perspectives and insights to the powersports space. The council meets regularly with Polaris leaders to help us build a deeper understanding of a broader array of customers.



//

I am beyond excited to join my fellow council members to uplift riders of all ethnic backgrounds and promote more diversity and unity in our riding communities. For me, powersports have always been about freedom and the sense of community that naturally comes with riding. This council allows us to tell our unique stories and perspectives our way, while breaking down barriers with more adventure-inclined riders who identify as people of color and deserve empowerment and support in their endeavors.

//

– TAVO VILDOSOLA,
EMPOWERSPORTS DIVERSE
RIDING COUNCIL MEMBER

EMPOWERSPORTS WOMEN’S RIDING COUNCIL

Continuing its work to increase representation, inclusion and participation of women in powersports, the [Empowersports Women’s Riding Council](#) came together at Polaris Headquarters in Medina, Minnesota, in September 2022

to connect and discuss the future of powersports with Polaris leaders. This group of women from across the U.S. and Mexico met with team members in industrial design, product planning, marketing, and parts, garments and

accessories to talk about their individual and community experiences within powersports. We plan to expand on these efforts in 2023, continuing to build upon our learnings and improving as we move forward.

//

I’ve participated in the Polaris Empowersports Women’s Riding Council since its inception. I primarily represent women in snowmobiling and snow sports; however, I also use a Polaris RANGER and Polaris General on the ranch I live on. There are many aspects of being part of this council that I enjoy and applaud Polaris for. One of the elements I appreciate about my experience is the open and honest communication. I think it’s extremely valuable for a company to hear what our experiences are like firsthand as women from how dealers communicate with us, the way products influence our purchase choices, and how the marketing and sense of community can be welcoming or not to new customers. By opening the space for honest feedback, true growth and understanding can happen.

//

–AMY DAVID, EMPOWERSPORTS WOMEN’S RIDING COUNCIL MEMBER



INTERNATIONAL FEMALE RIDE DAY

Polaris again showed its unity and support for the women’s riding community by participating in International Female Ride Day (IFRD), a globally synchronized ride day that celebrates women riders and their passion for all types of powersports, including motorcycles, off-road vehicles and snowmobiles. Created to celebrate and acknowledge female riders, IFRD aims to highlight diverse women within the community and encourage more female riders to join. Throughout the event — held May 5, 2022 — powersports enthusiasts from more than 120 countries around the world took part by simply getting outside to ride. This year, more than 500 Polaris dealerships marked the occasion hosting ride events and activations and the first two female customers at each of 20 Polaris Adventures sites got to ride for free. See page 121 of the [THINK PEOPLE](#) section for details about how Polaris employees celebrated IFRD.





AMBASSADOR AND RIDERS GROUPS

Indian Motorcycle Riders Groups and Ambassador Program

Since 2014, we have fostered community among motorcyclists through our motorcycle groups, including more than 315 Indian Motorcycle Riders Groups (IMRG) chapters globally. These groups allow riders from all walks of life, no matter what they ride, to come together around a common passion — riding. In 2022, the 124 U.S. IMRG chapters alone planned 875 events. Amplifying these rider groups are 34 diverse and passionate Indian Motorcycle ambassadors from across the U.S. These individuals help provide feedback on products and share their enthusiasm for Indian Motorcycle products, and build community by planning and attending rides and events, engaging with other riders, and partnering with dealers and IMRG chapters.

Snow Ambassadors

Our Polaris Snowmobile and Timbersled Ambassador Programs provide an opportunity to create community, inspire involvement and receive direct feedback from riders. Each year, hundreds of our customers apply for this recognition; from that group, we select the most passionate riders to become ambassadors based on their knowledge and dedication to the sports of snowmobiling and snow biking and level of activity in their communities. Polaris provides these ambassadors with unique education opportunities, behind-the-scenes experiences, guidance on event development and support for activations — ranging from dealer-organized and company-sponsored events to ambassador-directed actions — to help foster participation in their local communities and enthusiasm for the sport.

POLARIS OWNERS COUNCIL

Now in its fifth year, the Polaris Owners Council — an online research community of around 3,000 owners who have applied and been selected for participation — shares invaluable feedback with our Off-Road team that helps shape future business decisions. In 2022, several research activities were completed, with a focus ranging from product concept feedback to insight into website design and wants and needs of vehicle accessories.

//

In my first year being a Indian Motorcycle Ambassador I wasn't sure what to expect, but it is truly amazing that Indian Motorcycle invests in the motorcycle community through the ambassador program and creates connections that would otherwise go untapped.

//

— OSCAR MERRITT, INDIAN MOTORCYCLE AMBASSADOR





THINK PRODUCTION

Operating facilities with consideration
for people and the environment

IN THIS SECTION • ENVIRONMENTAL STEWARDSHIP • RESPONSIBLE SUPPLY CHAIN MANAGEMENT



MATERIAL TOPICS:



Land & Water Impact



Responsible Supply Chain Management

2035 GOALS



75% renewable electricity



50% reduction in absolute GHG emissions (Scope 1 and Scope 2)



90% of waste diverted from landfills



Participate in the U.S. Environmental Protection Agency's (EPA's) Smartway Transportation Partnership



100% of manufacturing facilities will implement a water stewardship program

Environmental Stewardship

Polaris works, with a commitment to continuous improvement, to reduce the environmental impact and create efficiencies across our operations – from suppliers, manufacturing, distribution to office facilities. In 2017, we established five-year goals focused on reducing greenhouse gas (GHG) emissions, improving energy efficiency and increasing the amount of renewable energy in our portfolio that were all achieved within the set timeframe (see details beginning on page 57). With the completion of our 2017 goals, we are launching new environmental goals focused on furthering environmental sustainability. See additional details on pages 20-21.

Our Approach

We focus on reducing our environmental impact across six priority areas: GHG emissions, energy efficiency, renewable energy, water, waste and air emissions. Our approach to environmental stewardship is built on our companywide Environment, Health and Safety (EHS) Policy, which has been approved by our Corporate EHS Executive Governance Committee. For details about our commitment to providing a safe and healthy workplace for our employees, see the [THINK PEOPLE](#) section of this report.

EHS MANAGEMENT APPROACH

Plan

Our planning process includes developing goals, objectives and metrics based on a review of our company's performance, EHS programs, applicable regulations and external factors that may impact our business.

Do

Activities are performed by using standards, guidelines and tools that are integrated into the EHS Management System and include specific expectations for sites and our global business units.

Check

The EHS Governance committee, composed of senior-level executives representing business units and functions are responsible for overall EHS governance, reviews performance and progress against objectives throughout the year.

Act

Corrective actions and continuous improvement initiatives are established to resolve EHS concerns that have been identified through incident investigations and during periodic assessments and audits.

Responsibility

Our environmental stewardship efforts are overseen by our Environment Health Safety and Security (EHS&S) Governance Committee and Corporate Responsibility Committee (CRC) (see details on pages 15-16).

EHS MANAGEMENT SYSTEM

Our EHS Management System is deployed globally and based on the "Plan, Do, Check, Act" model, which allows us to assess and continually improve our practices over time. Our EHS management system is generally aligned with the requirements of the International Standards Organization (ISO) with clearly assigned roles, responsibilities, employee training requirements, targets and objectives, although we do not pursue certification under the Environmental (ISO 14001) or Safety (ISO 45001) frameworks at the global level. At the local level, our Goupil facility in Aquitaine, France achieved ISO 14001 certification in February 2022.

POLARIS ENVIRONMENTAL PRINCIPLES

As a responsible corporate citizen, Polaris is focused on protecting human health, natural resources and the global environment. We comply with the law, but also have identified Polaris-specific principles to guide employees worldwide. We are committed to:

- Reducing waste and pollutants, conserving resources and recycling materials at every stage of the product life cycle
- Reducing greenhouse gas intensity, improving energy efficiency and increasing renewables as a part of our energy portfolio
- Integrating Environmental Management System (EMS) requirements into our programs
- Continually assessing the impact our facilities have on the environment and the communities in which we live and operate with a goal of driving continuous improvement
- Monitoring the company's environmental performance and regularly reporting environmental issues to our stakeholders



EHS INFORMATION MANAGEMENT

In addition to complying with all applicable country, regional and local safety and environmental laws, we strive for EHS performance that is among the best in the industry. Our centralized EHS information management system allows us to collect, manage, learn from and share our safety and environmental performance data more efficiently. We collect and analyze data in both leading and lagging metrics to look for potential trends and identify opportunities that can help drive performance improvement. We continuously explore new ways to learn from and report on our performance.

Our Progress

We exceeded all three of our five-year environmental stewardship goals, achieving both our GHG Reduction and Energy Efficiency goals in 2019 and our renewable energy goal in 2022. The following pages provide details about our 2022 results across all our environmental stewardship focus areas: GHG emissions, energy efficiency, renewable energy, water, waste, air emissions and fleet fuel efficiency.

ENVIRONMENTAL STEWARDSHIP FOCUS AREAS



Greenhouse Gas (GHG) Emissions



Energy Efficiency



Renewable Energy



Water



Waste

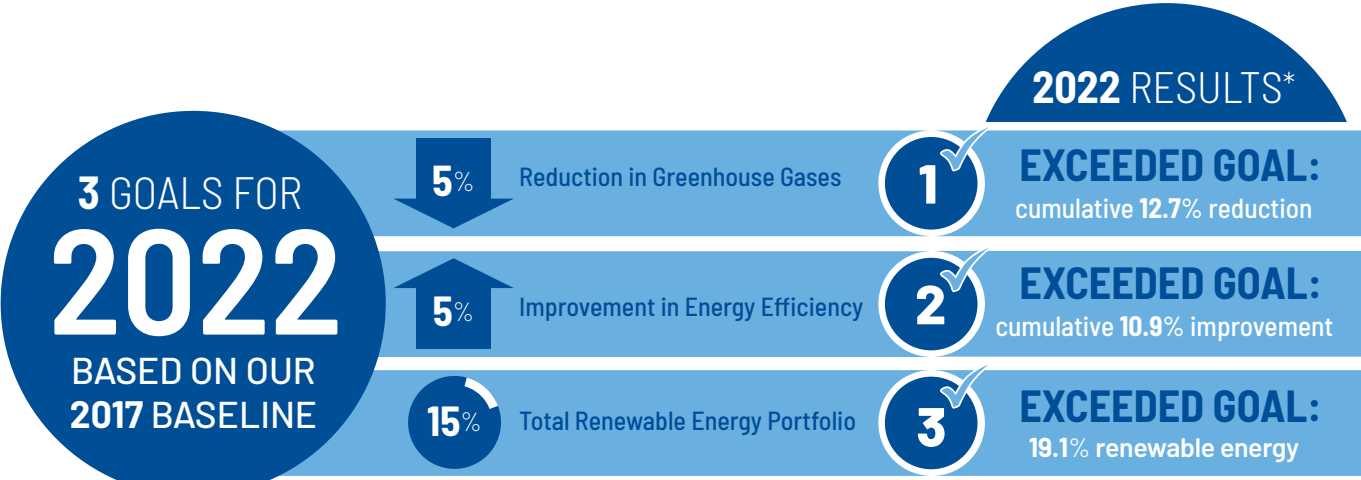


Air Emissions

Environmental Stewardship Goals

Polaris is committed to reducing our GHG emissions and prioritizing energy efficiency to enable climate resiliency. We accomplished our 2022 environmental stewardship goals and established a new set of time-bound, measurable goals that we are working toward

achieving by 2035. These new goals encompass a broad strategy to address some of the most important environmental focus areas including emissions and waste.



*The following locations are the basis for measuring our environmental goals:

- United States:

 - Huntsville, Alabama – Manufacturing
 - Anaheim, California – Manufacturing
 - Spirit Lake, Iowa – Manufacturing
- Roseau, Minnesota – Manufacturing
 - Wyoming, Minnesota – Research & Development
 - Osceola, Wisconsin – Manufacturing
- Mexico:

 - Monterrey, Mexico – Manufacturing

Europe:

 - Opole, Poland – Manufacturing

2035 GOALS



ACHIEVE 90% RECYCLEABLE CONTENT IN ORV VEHICLES



75% RENEWABLE ELECTRICITY GLOBALLY



90% WASTE DIVERTED FROM LANDFILL



REDUCTION OF SUBSTANCES OF VERY HIGH CONCERN IN BOM

50% REDUCTION IN ABSOLUTE GHG EMISSIONS SCOPE 1 & 2



PARTICIPATE IN EPA'S SMARTWAY TRANSPORTATION PARTNERSHIP





100% OF MANUFACTURING FACILITIES WILL IMPLEMENT A WATER STEWARDSHIP PROGRAM



Climate Resiliency Strategy

We are continuously striving to reduce our GHG emissions within our operations and along our value chain and are working on calculating our Scope 3 emissions and identifying climate-related risks and opportunities in our business.

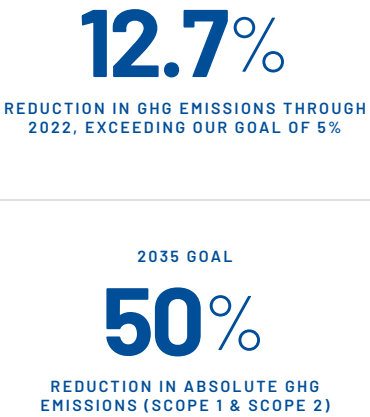
As a global company committed to providing adventures outdoors, we recognize our responsibility to reduce our carbon footprint and manage climate-related risks and opportunities to support the transition to a low-carbon economy. To mitigate the impact of our business operations on the environment and achieve our 2035 goals, we are applying a comprehensive three-pronged approach:

- 1. **Reducing** our energy and emissions by making our overall operations more efficient
- 2. **Replacing** carbon-intensive processes and energy sources with low-carbon alternatives
- 3. **Offsetting** emissions and energy sources that could not be reduced or replaced

GREENHOUSE GAS EMISSIONS (GHG)

Polaris is focused on reducing our operational GHG emissions, purchasing more electricity from renewable energy sources, such as wind and solar, and managing climate-related risk and opportunity. For Polaris, Scope 1 emissions include on-site use of natural gas, gasoline, diesel fuel and propane, and Scope 2 account for emissions from off-site generation of electricity that is used at our facilities. This is further denoted in our data tables.

We follow the GHG Protocol to measure our GHG emissions. We have been publicly reporting our Scope 1 and Scope 2 operational emissions across our largest emitting operations and undertaking initiatives to reduce them for many years. In 2017, we committed to reducing our Scope 1 and market-based Scope 2 absolute GHGs from our largest emitting facilities by 5% by 2022. In 2019, we met our GHG reduction goal and in 2022 we continued on our accelerated path to lower carbon emissions. Our cumulative efforts through 2022 yielded an emissions reduction in metric tons of carbon dioxide equivalent (CO2-e) equal to 12.7% compared to our 2017 baseline.



GHG EMISSIONS IMPROVEMENT RESULTS						
	2018	2019	2020	2021*	2022	Cumulative Total
% improvement vs. 2017 baseline**	4.2%	4.6%	2.0%	0.8%	1.0%	12.7%
CO2 e-ton reduction	4,406	4,891	2,158	794	1,105	13,354
CO2 e-ton REC offset	-	-	-	5,424	37,663	43,087
Total Reduction	4,406	4,891	2,158	6,218	38,768	56,441

(Third-party verified by Brailsford and Dunlavey Inc.). * 2021 data updated to reflect emission reductio w/out REC credit.
** 2017 baseline: 105,476 metric tons CO2e.

GHG EMISSIONS FROM 2017 BASELINE SITES*

	2018	2019	2020	2021	2022**
Total GHG Emissions	116,583	101,194	100,453	99,765	102,178
Scope 1 (CO2 e-ton)	38,122	32,210	32,743	37,500	41,485
Scope 2 (CO2 e-ton)	78,461	68,984	67,710	62,265	60,693

*Includes Monterrey, Roseau, Spirit Lake, Huntsville, Wyoming, Opole, Osceola, Anaheim, and Mildford.
**2022 domestic electricity emissions updated to reflect EPA eGRID factors released in 2022.



COMPANY TOTAL GHG EMISSIONS*

	2021	2022
Total GHG Emissions	127,062	133,606
Scope 1 (CO2 e-ton)	49,563	56,558
Scope 2 (CO2 e-ton)	77,499	77,048

*2022 domestic electricity emissions updated to reflect EPA eGRID factors released in 2022.

GHG PROJECT SPOTLIGHT

Process efficiency continued to be a focus for our sites in 2022. For example, a team at our facility in Spirit Lake, Iowa, undertook a thorough review of their paint system to determine where adjustments and modifications may be needed or helpful. Using a thermal imaging camera, they identified areas where insulation on the system ductwork needed to be improved or replaced and updated some of the duct work itself to improve efficiency, saving over 240 MWh of natural gas annually and resulting in a GHG reduction of 16,406 MT CO2e annually.

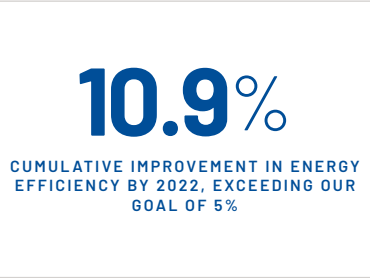


Energy Efficiency

Reducing our energy demand and increasing efficiency are key components of our energy management strategy to reduce our global environmental footprint. In 2017, we set an energy goal aimed at driving a 5% improvement in energy efficiency across our largest energy consuming operations by 2022. We achieved that goal, delivering a cumulative 10.9% improvement during this time.

Energy-efficiency and demand-reduction projects will always be part of our energy management strategy and will continue to positively impact our efforts to reduce our global footprint. Our current initiatives include:

- Designing for energy efficiency in new or updated processes and facilities
 - Facilitating the use of advanced energy monitoring and control solutions
 - Evaluating and incorporating alternative energy sources, new technologies and best practices for energy use and GHG emission reductions
- Operating our facilities and equipment in increasingly efficient ways
 - Participating in local, regional and national forums to understand and integrate energy management best practices and to support responsible and cost-effective decision-making and policy development, such as the U.S. Department of Energy 50001 Ready Program



ENERGY EFFICIENCY RESULTS

	2018	2019	2020	2021	2022	Cumulative total
Gigajoules (GJ) reduction	41,812	29,940	22,422	8,705	6,889	109,768
% Improvement vs. 2017 baseline	4.2%	3.0%	2.2%	0.9%	0.7%	10.9%

(Third-party verified by Brailsford and Dunlavey Inc.)

ENERGY DATA (SUBSET OF LOCATIONS)

	2018	2019	2020	2021	2022
Total energy used within manufacturing operations	1.05 Million GJ	1.10 Million GJ	1.07 Million GJ	1.18 Million GJ	1.28 Million GJ
Scope 1 and Scope 2 energy use (% of Total)					
Natural Gas (Scope 1)	51.6%	52.8%	53.4%	54.8%	55.1%
Purchased Electricity (Scope 2)	44.4%	43.7%	43.0%	41.9%	40.7%
Fuel (Scope 1)	4.0%	3.5%	3.6%	3.2%	4.2%
Renewable Energy generated and used on-site (Scope 1)	0.0%	0.0%	0.0%	0.0%	0.0%

(Third-party verified by Brailsford and Dunlavey Inc.)

ENERGY EFFICIENCY PROJECT SPOTLIGHTS

- In 2022, a team at our manufacturing facility in Opole, Poland, was able to evaluate and adjust the start times and heating sequences for their paint ovens to reduce the amount of natural gas needed to complete a job. This change led to a reduction in energy usage of more than 200 MWh annually.
- Continuing our focus on implementing an energy standard in our facilities, Polaris conducted a project cohort with eight U.S.-based facilities working toward recognition by the Department of Energy for their 50001 Ready program. Our Distribution Center in Vermillion, South Dakota, completed their implementation at the end of 2022 and received their recognition as being 50001 Ready in January 2023. In addition, our Huntsville, Alabama, facility renewed their certification for a third year. The remaining locations continue to work through their implementation process.

COMPANY TOTAL ENERGY USE

In Million GJ	2021	2022
Natural Gas	0.76	0.87
Electricity	0.64	0.68
Fuels	0.13	0.15
TOTAL	1.53	1.70
Annual Sales (in \$M)	\$7,489	\$8,589
GJ/\$	0.02%	0.02%



Renewable Energy

We continue to evaluate how to improve our energy resiliency and expand our use of renewable electricity consistent with our goal to diversify our energy sources and decrease our GHG emissions over time. In 2022, we achieved our goal with 19.1% of our energy derived from renewable energy sources through the purchase of Renewable Energy Credits and the installation of onsite solar energy systems.

Photovoltaic arrays, wind turbines and other renewable energy installations avoid emissions, help reduce energy-demand peaks, and postpone or preclude adding new power plants. We will continue to look for opportunities for onsite installations, power purchase contracts, vendor-supplied renewable energy through the electrical grid and Virtual Power Purchase Agreements (VPPA) projects.

RENEWABLE ENERGY RESULTS

	2021	2022
% Of Renewable Energy Portfolio from Renewable Sources	15,667 MWh (3.4%)	90,001 MWh (19.1%)

19.1%

RENEWABLE ENERGY PORTFOLIO BY 2022, EXCEEDING OUR GOAL OF 15%

2035 GOAL

75%

RENEWABLE ELECTRICITY PORTFOLIO

RENEWABLE ENERGY PROJECTS

- The first phase of our three-phase solar project in Goupil, France, came online late in 2022. Over the next two years, the site will become electrically self-sufficient. In 2022, the system generated 6.648 MWh of electricity and avoided the generation of 0.34 metric tons of CO2e.
- Our Shanghai, China, facility generated renewable energy from a solar array in 2022. Their system generated 1.44 MWh of electricity and avoided the generation of 0.77 metric tons of CO2e.

RENEWABLE ENERGY PROJECTS

RENEWABLE ENERGY CREDIT (REC) TYPE	ENERGY OFFSET (MWH)	CO2E OFFSET (METRIC TONS)
Mexican i-REC	45,000	19,413
Green E Certified REC	25,485	8,817
Guarantee of Origin REC	4,000	3,038
Tennessee Valley Authority Green E REC	10,000	3,920
Tradable Renewable Credit (Green Tags)	5,529	2,474
Goupil, France Solar Array	6.6	0.4
Shanghai, China Solar Array	1.4	0.8



Water

Water scarcity challenges vary across the regions where we operate. Polaris recognizes that access to clean and safe water is fundamental for communities to thrive and we are committed to utilizing this vital resource responsibly. We manage our operational water footprint through overall conservation measures, such as leveraging water recirculation systems in our manufacturing operations to reduce water waste and to decrease our demand for freshwater.

Our goal is to be good water stewards and continuously look for ways to improve our use of this natural resource by:

- 1. Compliance with local and national standards related to wastewater discharge
- 2. Understanding and controlling our operational water usage footprint
- 3. Encouraging our employees to be water stewards at work

WATER CONSERVATION RESULTS

2018	2019	2020	2021	2022
89 million gallons	86 million gallons	87 million gallons	111 million gallons	119 million gallons

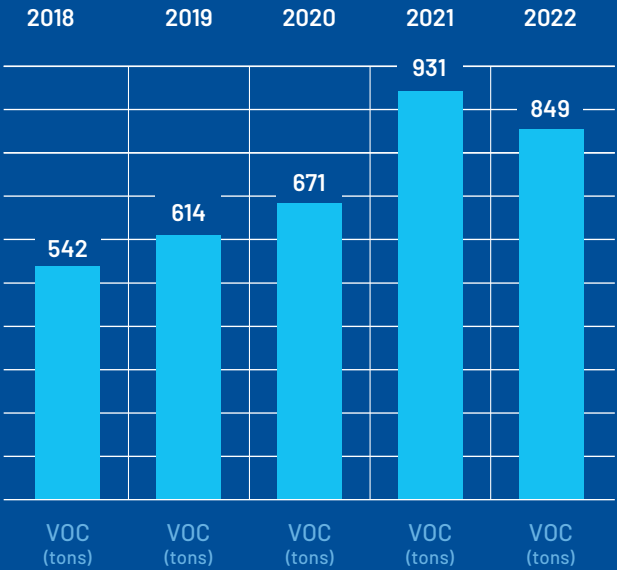
Water increase in 2022 due to addition of sites that were not previously reported and an incremental increase in production volume.

Air

Polaris actively deploys control strategies to improve and manage the emissions from our emissions-generating operations.

Our pollution prevention approaches include investigating the use of lower volatile organic compound (VOC) emitting raw materials or fuels, installation of pollution control technologies and driving efficiency improvements in our existing processes.

AIR POLLUTANT EMISSION RESULTS



VOC: Total Volatile Organic Compounds emitted



NOx: Total Nitrogen Oxides emitted

SO2: Total Sulfur Oxides emitted



Waste Minimization

The proper management of waste from our facilities is important for the communities where we operate. Our waste management standard requires our facilities to comply with applicable generation, management and disposal regulations and standards. To minimize our environmental footprint, we look for opportunities to avoid the use of hazardous materials, reuse or recycle materials and prevent the generation of waste.

We also apply controls and treatment technologies to prevent human health impacts and minimize environmental impacts. To enable waste management in an environmentally responsible

manner, we use only approved waste disposal facilities. Approved facilities demonstrate that they have the systems, technologies and practices to manage our waste streams responsibly and in compliance with all applicable requirements.

The amount of waste we generate reflects the efficiency of our manufacturing processes. Our facilities track and report the amount of operational waste they produce and how it is managed. We continuously strive to reduce the amount of operational waste we generate and to maximize the use of environmentally beneficial disposal methods, such as recycling.

WASTE REDUCTION EXAMPLES

- Our Huntsville, Alabama, facility made a significant impact on their landfill diversion rate by identifying a new supplier to recycle pallets from the site. The switch in suppliers enabled the facility to recycle 750 tons of wood pallets in the second part of 2022.
- Our Monterrey, Mexico, facility improved waste segregation practices and added sorting resources, resulting in a recycling increase of 21% and a reduction of landfill disposal by more than 4%, which equates to of nearly 30 tons of waste.

ELECTRONIC WASTE

Rapid technological advancement has not only evolved our communication abilities and increased our rate of productivity, but it has also resulted in an increase of electronic goods being discarded into our waste stream. These devices are safe to use every day in our business, but when thrown away can release heavy metals and other chemicals into the environment under certain conditions. Polaris is committed to following recognized industry standards and properly recycling electronic waste in order to help prevent environmental impacts and promote responsible stewardship.

Environmental Compliance

The principles of our EHS policy are implemented through on-site resources, external advisors, internal guidelines, standards and standard operating procedures. We are committed to ethical business practices and governance standards, and regularly report our environmental performance to key stakeholder groups as required by federal, state and local laws.

ENVIRONMENTAL COMPLIANCE PERFORMANCE

	2019	2020	2021	2022
Inspections	27	24	23	12
Notices of Violation	0	5	1	1
Fines/Penalties	\$0	TAP Permit: \$520 Marine Air Violation: \$23,500	Marine Waste Violation: \$18,600	Marine Air Violation \$9,400
Spills	3	1	2	0

TYPE OF WASTE

PERFORMANCE	2018	2019	2020	2021	2022
Hazardous waste (tons)	1,072	1,248	1,395	1,364	1,553
Non-hazardous waste (tons)	3,084	4,871	8,410	11,087	11,047
Waste diverted from landfill (tons) - recycled, waste to energy reuse	19,512	26,247	26,483	34,077	34,321

*Prior years data revised to correct non-material reporting errors

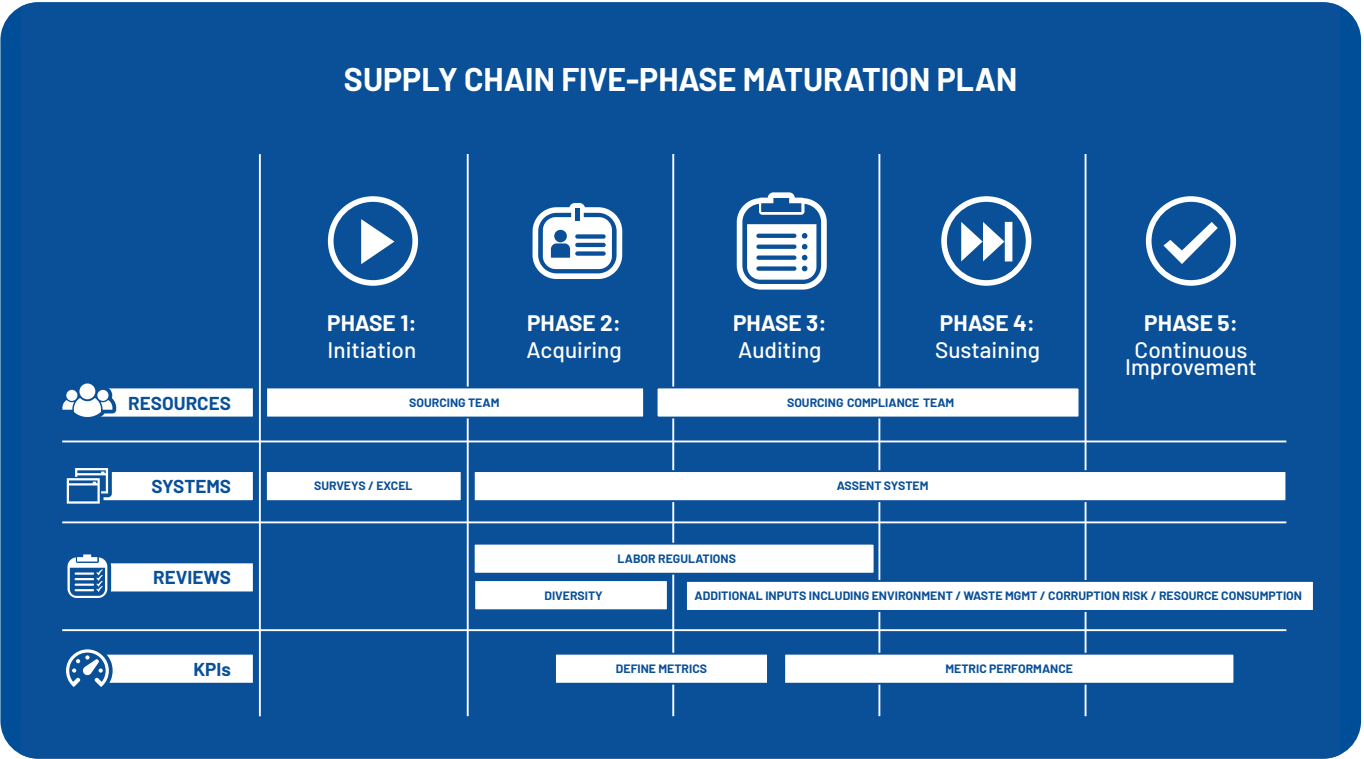


Next Steps

We will continue to challenge ourselves to think about how we responsibly use resources as we work toward our new 2035 environmental sustainability goals. In 2023, we will also conduct a Scope 3 assessment of the greenhouse gas (GHG) emissions, building on our ongoing measurement of Scope 1 and Scope 2 emissions and efforts to reduce our environmental impact.



Responsible Supply Chain Management



EXTERNAL INSIGHT AND EXPERTISE: ABOUT STEELE COMPLIANCE

Polaris partnered with Steele Compliance – a global leader in ethics and compliance management – to screen current suppliers against set risk criteria. This process will then become part of our standard onboarding process to help identify any red flags or potential issues.

Polaris strives to have a robust supply chain management and data collection process that supports a responsible, ethical and diverse global supply chain.

Our Approach

Our scalable, five-phase maturation plan guides our journey as we continue to refine our responsible sourcing processes, allowing us to expand our data collection and management to cover additional sourcing discipline areas, such as diversity, environment, bribery and more.

Our Progress

We remain focused on maintaining our rigorous supply chain management processes, despite facing supply chain challenges. In 2022 we completed compliance assessment around specific risk indicators, including due diligence reviews in partnership with Steele Compliance to check our current known supplier list against a third-party database, screening for cybersecurity, reputational and business risks. This process will also be incorporated as part of our standard supplier onboarding as we move forward.

We also refined our supplier performance scorecard in 2022, which helps us determine where there is opportunity for improvement. The scorecard includes more rigorous measurements related to quality, delivery, product development and cost, helping us easily identify areas that are working well and areas that may need to be addressed.



SUPPLIER AUDIT PROCESS

When bringing on a new supplier, Polaris facilitates a thorough review of key metrics including manufacturing processes and finances during the onboarding process to check for any potential issues at the start of the relationship. In 2022 we refined this audit process based on previous learnings to help further our continuous improvement efforts.

SUPPLIER SURVEYS

Partnering with Assent, Polaris conducted surveys of its entire supply base in 2022 to collect data on their understanding of and compliance with ESG measures and protocols. These surveys covered topics ranging from bribery and corruption, labor rights, business continuity, environmental policies and health and safety, and responses are followed up with as needed to gain additional information.

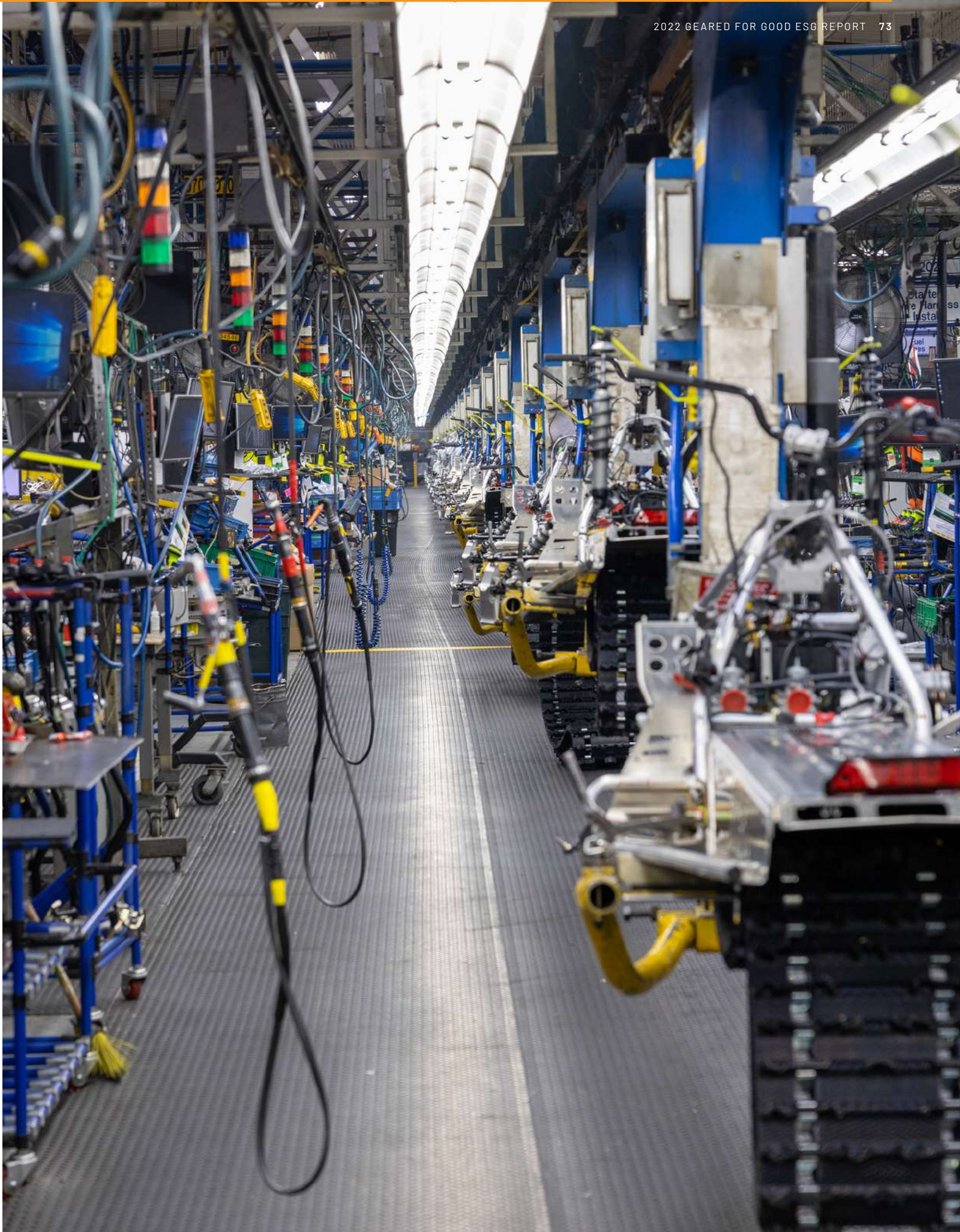
Next Steps

Moving forward, we will continue to advance through our five-phase maturation plan and will be launching an updated supplier relations management tool that can be expanded across the enterprise. This tool will centralize supplier onboarding, supplier profile management, supplier risk management, sourcing event management and contract lifecycle management in one platform, while also adding critical new capabilities to help us continue improving our processes and procedures.



**EXTERNAL INSIGHT AND
EXPERTISE: ABOUT
ASSENT COMPLIANCE**

Polaris has a multi-year partnership with Assent Compliance as our primary supplier data collection partner across our entire supply chain. They assist us in regulatory guidance and scalable supply chain data collection for various areas, including substance compliance and ESG data. We use this data to drive compliance in our products.





THINK PLACES

Positively impacting land and water through stewardship and responsible riding

IN THIS SECTION • Q&A WITH STEVE MENNETO • RESPONSIBLE RIDING • STEWARDSHIP



MATERIAL TOPICS:



Land & Water Impact



Rider Safety & Product Use



Q&A with Steve Menneto, President, Polaris Off Road

Q: Why is it important for Polaris to take an active role in protecting natural resources and the environment?

A: Empowering the people who use Polaris products to have a better life — whether that’s at work or at play — is at the core of what we do and the outdoors is foundational in that experience. We create efficiencies

that help people do their jobs safely and allow riders to get out on the trail, enjoying nature and exploring all that it has to offer while understanding the importance of doing so safely and responsibly. It’s important that we help customers find that balance so they can get outside and enjoy our products while also protecting natural resources and landscapes around the world.

Q: How does Polaris Off Road support responsible riding and stewardship efforts?

A: Responsible riding and stewardship are topics we take seriously, and that starts with our own people. Polaris employees go through a variety of safety trainings to help them build and expand their riding skills and be good stewards of the sport when they hit the trails. We also provide education to our customers through in-person experiences, social media and online resources that train people to be safer and more cognizant of the spaces where they ride. For example, we produce YouTube videos on safe riding and the importance of wearing proper gear, information on how to operate vehicles safely and responsibly, and training sessions about how to safely ride and protect the land. New riders connecting with the sport through Polaris Adventures

receive safety briefings from outfitters to build good habits from the start, and we support a variety of clubs around the world with safety training materials so they can help foster safe and responsible riding practices.

Q: How does the T.R.A.I.L.S. Grants program help to advance environmental stewardship?

A: The T.R.A.I.L.S. Grants program focuses on augmenting grassroots efforts, and that’s what’s really key. Polaris has awarded more than \$3 million to rider groups and local governments since 2006 to support the work they do — they are the ones taking the time and putting in the effort to maintain the trails and protect the environment. We will continue to support the work of people who simply love to ride

and want others to have the opportunity to enjoy it, too. In addition to providing T.R.A.I.L.S. Grants, Polaris works with local, state and federal governments to support and promote safe and responsible riding.

Q: Looking ahead, how do you see Polaris continuing to prioritize responsible riding and stewardship?

A: As more people use our products, we will continue to connect with both current riders, as well as those new to powersports, to share information about the importance of being good stewards when they are out on the trail. We will also continue to support programs and partnerships, like T.R.A.I.L.S. grants or our work with the National Forest Foundation, to help protect and preserve the outdoors for the next generation of riders and outdoor enthusiasts.



PROTECT WHERE WE RIDE ASPIRATION

We are committed to promoting responsible riding practices and advancing stewardship initiatives that help protect and care for our natural resources. We seek to advance our work here through rider education and partnerships with organizations such as the National Forest Foundation and Tread Lightly!.

Our Approach

Protecting Where We Ride: Our ability to THINK OUTSIDE is driven by being good stewards of the environment. As a responsible corporate citizen, Polaris believes in protecting natural resources and the environment.

Protecting where people ride starts with taking care of these spaces and helping to enable access for the enjoyment of generations to come. We educate riders and work with partners to protect land and water through environmental stewardship and conservation initiatives globally. Our approach includes two main focus areas:

- **Responsible Riding** — promoting safe, responsible riding practices across the powersports community
- **Stewardship** — advancing initiatives that help care for the outdoor places where people enjoy using our products

// We at the National Forest Foundation are honored and deeply touched by the incredible investment of funding, passion, enthusiasm and knowledge that Polaris is bringing to our shared work around protecting forests and surrounding lands. Through the endowment fund Polaris has found a way to capitalize something that almost becomes self-sustaining and I think that's a terrific example of how companies can think longer term and bigger about the impact they can have

- RAY A. FOOTE, EXECUTIVE VICE PRESIDENT OF THE NFF

Responsible Riding

Our Progress

Polaris continued efforts to encourage those who ride our vehicles to do so safely and in a manner that minimizes environmental impact. From customer-focused content to employee training on best riding practices, we educate riders about how to use our products responsibly.

We also use [Polaris.com](#) as a hub for various safety initiatives, from guidance on trail maintenance and riding etiquette, to industry

resources offering recreation tips, videos, online courses and stewardship events.

Local ride clubs play an important role in encouraging people to be good stewards of the land and practice trail etiquette, such as staying on designated trails to avoid erosion and impact on vegetation. Many ride clubs — which are often made up almost entirely of volunteers — organize regular trail clean-up and maintenance days, some of which are

supported by Polaris (see T.R.A.I.L.S. Grants story on page 85), to keep trails in good condition, help avoid erosion and enable trails to continue being used safely.

Learn more about how Polaris supports safe and responsible riding practices on [our website](#) at the [Safe Riding](#) and [THINK PLACES](#) pages.

POLARIS CLUB CHARTER

POLARIS CLUB RESPONSIBLE RIDING COMMITMENT

In France, all 40,000 members of the Polaris Club sign a responsible riding commitment agreeing to 11 key behaviors — everything from showing respect for nature to wearing a helmet.



Members agree to:

- Wear a helmet when using their Polaris vehicle
- Wear protective equipment (e.g., boots, gloves, etc.)
- Drive vehicles in good working order that meet regulations
- Use exhaust systems that strictly comply with noise standards
- Hold a compliant driver's license and valid vehicle insurance
- Respect traffic rules and adapt speed to the paths and tracks being used
- Respect rules of courtesy toward local residents and other trail users
- Stop the vehicle engine when approaching a rider or herd, or when in conversation with other riders
- Adapt driving to the terrain and conditions
- Stay in designated riding areas
- Respect natural spaces, cultures, plants and animals

// Since its inception in 2006, Polaris Club has grown to become the principal ORV riding community for customers across France and Europe. Over the years, Polaris European owners have signed up to the Club — placing it as one of the largest single-manufacturer off-road communities in the world — and each member has pledged to uphold our commitment to safe riding practices and code of conduct by signing the Polaris Club chart, a great step to showcasing our riders' integrity and responsibility

- RENE BASEI, VICE PRESIDENT EMEA & APAC

Protect Where We Ride

Here is a sampling of the safe and responsible riding tips we share with riders through our website, social media, email and beyond.

SNOW	MARINE	ON ROAD	OFF ROAD
 GEAR UP	 SHARE THE WATER	 OBEY THE RULES	 RIDE WHERE YOU SHOULD
 KNOW YOUR TERRAIN	 TAKE A CLASS	 PRE-FLIGHT YOUR TRIP	 GEAR UP FOR A SAFE RIDE
 CHECK YOUR FUEL	 AVOID SENSITIVE AREAS	 WATCH THE ROAD	 MAKE SURE ORVs ARE AGE APPROPRIATE
 PACK OUT WHAT YOU PACK IN	 WATCH THE WEATHER	 RESPECT THE RIGHTS OF OTHERS	 NEVER MIX ORVs & ALCOHOL
 RIDE TO YOUR LEVEL	 STAY ALERT & SOBER	 CHECK YOUR RIDE	 KEEP NOISE & DUST DOWN

//

By working with each Polaris Adventures Outfitter, we can instill the Tread Lightly! ethic in each customer before they hit the trail to begin their adventure.

//

— MATT CALDWELL, EXECUTIVE DIRECTOR, TREAD LIGHTLY!



tread
lightly!®

As a Tread Lightly! partner, Polaris encourages everyone to ride in a manner that helps keep outdoor recreation areas beautiful, healthy and accessible.

POLARIS ADVENTURES PARTNERS WITH TREAD LIGHTLY!

In June 2022, Polaris Adventures officially partnered with Tread Lightly! — a U.S.-based nonprofit dedicated to promoting responsible outdoor recreation. Polaris has collaborated with Tread Lightly! in a variety of ways for years, and this partnership is one more way we are working together to be good stewards of the land. Through the Polaris Adventures network of over 200 powersports Outfitters nationwide, we are supporting Tread Lightly!’s mission to

protect off-road trail access and public lands through stewardship projects and responsible recreation education. The partnership will also provide outfitters with resources to educate riders and promote Tread Lightly!’s mission. For example, one outfitter —Sedona ATV— adds an environmental fee to the cost of their rentals that is put towards their trail and landscape restoration efforts.



//

Polaris Adventures exists to inspire people to get outdoors and create safe, memorable life experiences utilizing Polaris products. With that comes a great responsibility to educate riders on best practices and help preserve trails for generations to come. By officially partnering with Tread Lightly!, we can enhance the work we do already to support such initiatives and, together, make a larger impact.

//

— JAN RINTAMAKI, VICE PRESIDENT AND GENERAL MANAGER OF POLARIS ADVENTURES



POSITIVE IMPACT ASPIRATION

We seek to have a positive impact on the outdoor places where people use our products to enjoy nature and embrace new experiences. We are committed to promoting responsible riding practices and advancing stewardship initiatives that help protect and care for our natural resources.

Stewardship

Our Approach

At Polaris, we recognize that the success of our business depends upon continued access to the places where we ride, and that we all must be good stewards of the natural resources we use to produce and enjoy our products. Our 2035 environmental goals — focused on water stewardship, renewable energy, and reduction of GHG emissions and waste — are part of our stewardship commitment to care for the places where we live, work, play and THINK OUTSIDE. For example, the Wilmington, Ohio, distribution center solar project, waste reductions achieved through our Marine resin initiative and adding EV charging stations at our Osceola, Wisconsin Facility. Learn more in the [THINK PRODUCTION](#) section of this report.

To be good stewards of land and water, we also support environmentally focused initiatives through our philanthropic giving. We consider a variety of stewardship funding requests each year. The majority of these requests are reviewed monthly by a cross-functional committee, which includes members from each of the

company’s global business units as well as multiple functional areas. Larger dollar value proposals are also reviewed by the Executive Polaris Foundation Board, which meets quarterly and includes the Chief Executive Officer; the Chief Financial Officer and Executive Vice President of Finance and Corporate Development; the Executive Vice President of Operations, Engineering and Lean; the Senior Vice President, General Counsel and Corporate Secretary; the Senior Vice President and Chief Human Resources Officer; President, Off Road; President, On Road and International; President, Polaris Marine; and President, Aftermarket/Parts, Garments and Accessories. In addition to Polaris Foundation funded items, the company’s global business units also support several stewardship initiatives.

Polaris Foundation funding is directed to support four focus areas: Community Development; Environment; Youth Safety; and Diversity, Equity & Inclusion. Learn more about the Polaris Foundation in the [THINK PEOPLE](#) section of this report.

Our Progress

We worked with a variety of partners across North America in 2022 to conserve natural habitats and resources.

POLARIS PARTNERSHIP WITH THE NATIONAL FOREST FOUNDATION



2021
ANNOUNCED COMMITMENT TO DONATE
\$5 MILLION
OVER FIVE YEARS

FIRST GRANT WAS AWARDED IN
2022
FOR THE OUTDOOR FUND FOR RECREATION

POLARIS FUND FOR OUTDOOR RECREATION AWARDS FIRST GRANT

Our Approach

In 2021, Polaris announced a partnership with the National Forest Foundation (NFF) and creation of the Polaris Fund for Outdoor Recreation. The Polaris Foundation is donating \$5 million to the NFF over five years to provide grants and project funding to support outdoor recreation and conservation work that will help protect forests and surrounding lands for years to come.

Our Progress

In 2022, the Polaris Fund for Outdoor Recreation granted its first award to the Kelly’s Pond Project in the Sam Houston National Forest in eastern Texas, where 44 of the forest’s 85 multi-use trail miles were in need of maintenance. Poor drainage often resulted in trail closures after rain events until partner groups could divert standing water. With the funding, the Sam Houston Trails Coalition was able to successfully make repairs, excavate and elevate where needed and construct a gradual bridge approach from suitable material as well as rehabilitate an area to provide drainage to an adjacent creek.



MOUNTAIN TRAIL RESTORATION

Polaris continued its work with MTN DEW to restore the Doe Mountain Recreation Area in Tennessee. Doe Mountain includes a network of former logging and mining roads that now serve as the recreation area's multi-use trail system. The recreation area is located within a globally significant biodiversity hotspot that is a



major North American corridor for plants, animals and birds, and home to a network of watersheds vital to both people and nature. In 2022, eight Polaris employees spent two days over Earth Day doing trail maintenance to help make the trails available to future riders and promote responsible riding practices.

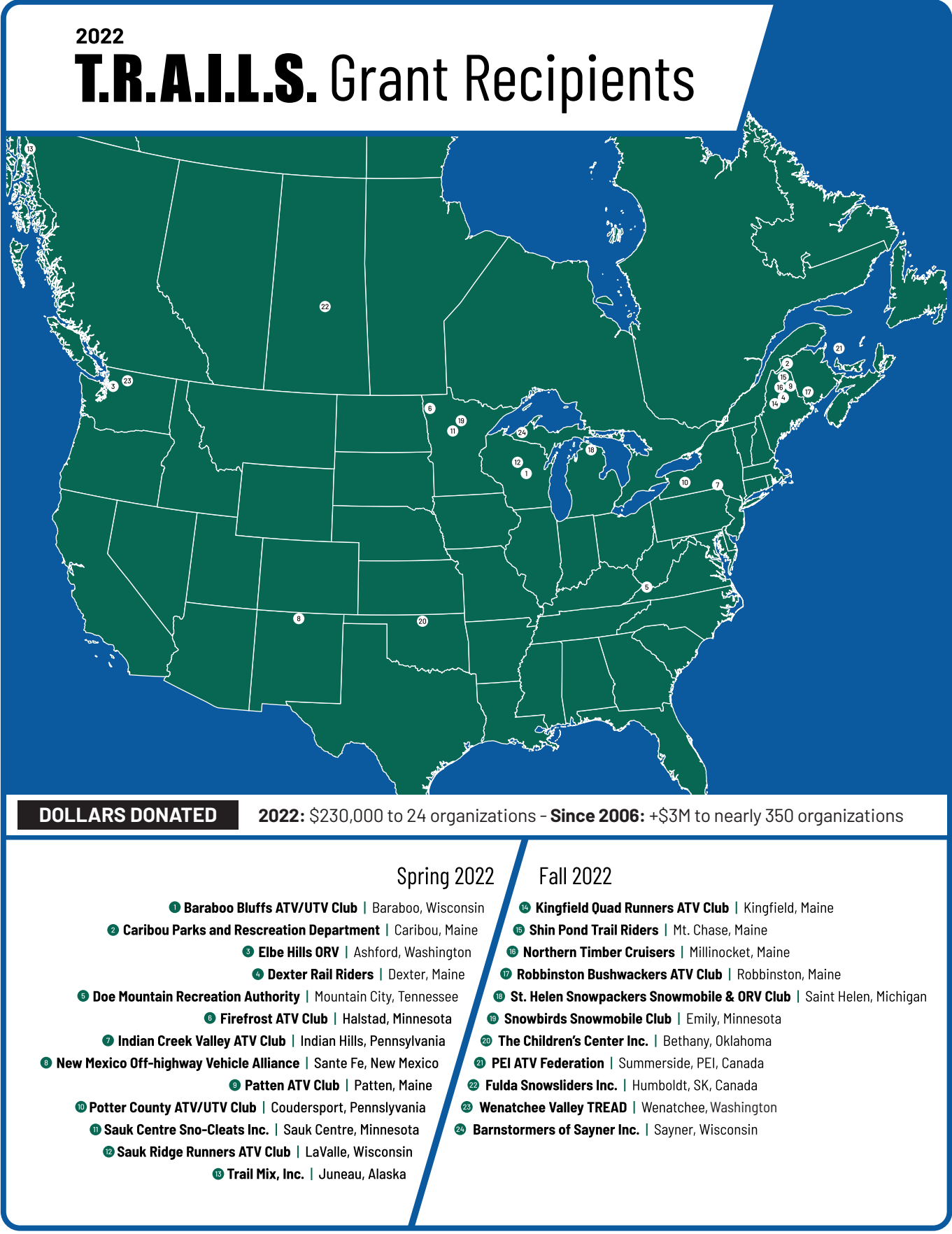


T.R.A.I.L.S. GRANTS SURPASS \$3 MILLION

Polaris remains committed to developing and improving off-road trail systems through our T.R.A.I.L.S. Grant Program. In 2022, we expanded the program to include Canada and donated nearly \$230,000 to support trail stewardship and rider education efforts across the United States and Canada.

The program provided 24 grants in 2022 to off-road, ATV and snowmobile nonprofits to promote safe and responsible riding and support trail preservation and access. Learn more about the grants we announced in [April](#) and [November](#) 2022.

SINCE 2006, POLARIS HAS
DONATED
MORE THAN
\$3 MILLION
TO NEARLY 350 OFF ROAD, ATV AND
SNOW ORGANIZATIONS THROUGH THE
T.R.A.I.L.S. PROGRAM





NATIONAL GET OUTDOORS DAY DONATIONS SUPPORT CONSERVATION

As part of our ongoing support for the conservation of natural lands and in celebration of National Get Outdoors Day on June 11, 2022, Polaris launched the “Betting on a Sunny Day” campaign to encourage people to THINK OUTSIDE and help support The Conservation Fund, a nonprofit organization that has protected more than 8.7 million acres across the United States. Polaris encouraged people to “bet” on

whether the 10 cloudiest cities in the U.S. (according to The Weather Channel) would see sun or clouds on June 11. For each bet placed, Polaris donated \$2, and the Polaris Foundation matched employee donations through the Polaris Gives Program (learn more on this program in the report’s [THINK PEOPLE](#) section), for a total donation to The Conservation Fund of \$11,000.



POLARIS ADVENTURES SUPPORTS STORM RECOVERY

After a major storm downed more than 2,500 trees in northern New Mexico, Polaris Adventures was able to raise money through a customer outreach campaign to support recovery efforts and provide trail equipment to help clear and restore trails. With support from Polaris, Weezy’s Wild

Rides, a Polaris Adventures outfitter, and the local community, the donated hours of labor and supplies helped to clear 95% of blocked forest roads, allowing better access for fire and emergency personnel and reopening the area for recreational use.



EMPLOYEE IMPACT

Polaris encourages employees to find meaningful ways to help protect our natural resources and make a difference — for the planet and for the company. Listed here are two examples of the impact our employees had in 2022.



// We live, play and work outside. We THINK OUTSIDE, so it makes sense for us to care for it. As a company, we should always be the first one supporting any kind of activity that helps us take care of the outdoors. //

– ANDREA L., MANAGER, NATIONAL MARKETING, POLARIS MEXICO



RIVER CLEANUP: POLARIS MEXICO

Assisting a local organization with a cleanup day, a team of 11 Polaris Mexico employees using three Polaris units — a RANGER CREW XP 1000, RANGER 570 and SPORTSMAN 570 — from our corporate office and assembly plant in Mexico helped collect and remove more than 14.5 tons of garbage, including discarded furniture, mattresses, wood and tires, from the Santa Catarina River in Nuevo León, Mexico. The employees that coordinated Polaris’ involvement, Hanzel M. and Andrea L., received a Geared For Good Award for their efforts (see page 11 for more information on the Geared For Good Awards).

// This project was personal to me. I have spent countless hours on the river with family and friends, hiking, fishing, kayaking, camping, swimming and teaching my children to enjoy nature. We are proud of the work that we did planting trees. //

– CORINA F., DATA ANALYST AND LEAD POLARIS GIVES AMBASSADOR AT OUR OSCEOLA SITE



TREE PLANTING: OSCEOLA, WISCONSIN

Polaris employees at our facility in Osceola, Wisconsin partnered with Wild River Conservancy to plant 100 trees and shrubs along the St. Croix River and help sustain the local ecosystem. The river and its surrounding forests provide a home for wildlife and offer a variety of recreational opportunities. The Wild River Conservancy’s focus on land conservation, water quality protection and watershed stewardship align with Polaris’ stewardship commitment.

ONGOING ENVIRONMENTAL PARTNERSHIPS

Polaris supports a variety of organizations focused on protecting and preserving access to natural spaces. For example, as part of our partnership with the American Sand Association to be good stewards of the land, following the conclusion of Polaris’ Camp RZR event in Glamis, California, a team of more than 20 Polaris employees spent time picking up around the event site to leave the sand dunes as clean or cleaner than when they arrived.



THROUGH FUNDING AND VEHICLE DONATIONS IN 2022, POLARIS CONTINUED TO SUPPORT CONSERVATION WORK LED BY THE FOLLOWING PARTNERS:



OUTDOOR RECREATION ROUNDTABLE

Promoting growth of outdoor recreation activities, focused on policies that conserve public lands and waterways.



DELTA WATERFOWL

Working to support the duck population and sustain the tradition of duck hunting in North America.



PHEASANTS FOREVER

Conserving pheasants, quail and other wildlife through habitat improvement, public awareness, education and land management programs.



HABITAT FLATS

Supporting access through North America's top waterfowl lodge networks.



ROCKY MOUNTAIN ELK FOUNDATION

Promoting the future of elk, other wildlife and their habitat.



AMERICAN SAND ASSOCIATION

Protecting off-highway access to the Imperial Sand Dunes Recreation Area and the right to ride on public lands in a responsible, environmentally balanced manner.

Next Steps

Going forward, our focus on being good stewards of the outdoors is guided by insights from our 2022 materiality assessment, our Geared For Good framework and how we strategically consider ESG topics across our company. Looking ahead, we will continue to develop our stewardship strategy for conserving key land and water areas, leveraging our relationships with customers to raise awareness of stewardship activities and building upon our existing partnerships.

In 2023, we will work with NFF to select projects that will be supported by the Polaris Fund for Outdoor Recreation. We look to re-imagine our T.R.A.I.L.S. Grants program to align to our evolved business and environmental needs. We will continue to support opportunities that align with our THINK PLACES principles of positively impacting land and water through stewardship and responsible riding.





THINK PEOPLE

Putting employees, customers, dealers and the communities where we live and work at the center of what we do

IN THIS SECTION • RIDER SAFETY • EMPLOYEE SUPPORT • COMMUNITY SUPPORT • DEALER SUPPORT



MATERIAL TOPICS:



Rider Safety & Product Use



Talent Engagement, Development & Wellbeing

Rider Safety

Through education, safe riding experiences, dealer information, marketing/communication campaigns, technology and more, we promote safe riding and proper operation of our vehicles with new and experienced riders as they embrace opportunities to THINK OUTSIDE.



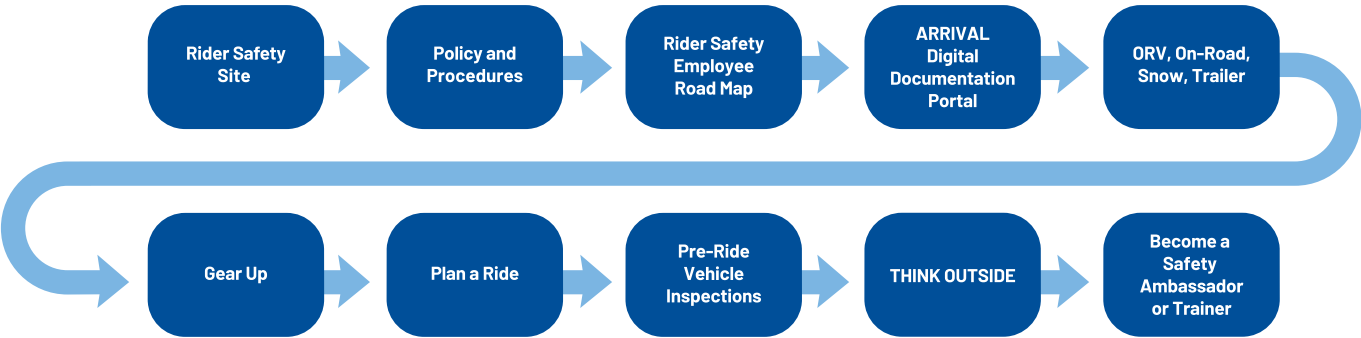
Employee Rider Safety

Our Approach

Riding is an important part of Polaris’ culture. In order to truly understand the riding experience, we provide employees with opportunities to experience Polaris products through work as well as encourage them to seek out their own ways to THINK OUTSIDE. Whether riding for work or play, we provide our employees with resources so that they can operate vehicles in a safe and responsible manner. Employee rider safety and product-use training are covered by our Rider Safety Policy, available to all employees via our company intranet.

Our Progress

Our Safety Committee developed new employee safety protocols, procedures and training that we began to incorporate at our product development, testing and training facilities. Throughout 2022, we continued online and in-person employee training, adding SxS dedicated hands-on training, to keep safety at the forefront for employees both in the workplace and when creating their own adventures outdoors. Highlights are included within this section; for more detailed descriptions of our programs, see our [2021 ESG report](#).



EXTERNAL INSIGHT AND EXPERTISE: RIDER SAFETY

We partner with industry experts to develop rider safety content. Some of our key partners include:



State Departments of Natural Resources



TreadLightly!



Recreational Off-Highway Vehicle Association (ROHVA)



ATV Safety Institute (ASI)



National Off-Highway Vehicle Conservation Council



Motorcycle Safety Foundation (MSF)



Motorcycle Industry Council



Avalanche.org



American Institute for Avalanche Research and Education (AIARE)



International Snowmobile Manufacturers Association (ISMA)



American Council of Snowmobile Associations (ACSA)



National Marine Manufacturers Association (NMMA)



Discover Boating

RIDER SAFETY AND LEGAL RIDE WAIVER ARRIVAL EMPLOYEE AND GUEST PORTAL

Using our ARRIVAL Employee and Guest Rider Safety portal, employees can store all rider safety related documentation — safety training certificates, endorsements and insurance information — in a secure, reliable and central location. In 2022, we focused on creating awareness and utilization of the portal, working to make sure that

all required documentation was uploaded before an employee and/or guest participated in a ride. By the end of the year, we had nearly doubled the number of safety training certificates in the portal. We will continue working to encourage use of the system and reinforce our zero-harm culture as an integral part of a career at Polaris.



EMPLOYEE TRAINING

We provided the following safety training to employees in 2022, either directly or through approved partners aligned with our Rider Safety Policy:

ATV Online and Operator safety training: To educate our employees on the necessary safety gear and teach proper riding technique, Polaris offers hands-on ATV safety training classes at five locations in the United States. The classes are taught by employee trainers who are ASI certified. In 2022, we expanded our internal trainer workforce with eight additional employee volunteers who became ASI-licensed instructors and had a record high number of employees complete the course, including more than 100 interns and more than 100 district sales managers.

SxS Online and Operator safety training: A cross-functional team of internal Polaris experts and test drivers collaborated with Off-Road Vehicle certified trainers from both ASI and ROHVA to develop a hands-on safety training experience for beginners and intermediate riders. The course aims to promote smart and responsible riders by developing fundamental operator skills and techniques, safe riding habits and behaviors, and a self-awareness of driver ability in relation to vehicle capability. In 2022, we focused on developing employee volunteers to become certified as Polaris

SxS Instructors, increasing the trainer task force by 20 across five Polaris locations in the US. Nearly 600 employees were trained during the first season, and in 2023 we plan to expand the training team and the accessibility of the course to our domestic and international locations.

Snowmobile safety training: Every year, we offer various snowmobile-related trainings to improve rider safety and welcome new employees into the sport. In 2022, we hosted several in-person avalanche awareness presentations and established a new e-learning course within the University of Polaris platform.

Motorcycle safety: In Bangalore, India, we launched a two-day motorcycle safety training program that aligns with MSF standards, enabling employees to learn the essential skills and confidence to safely operate Polaris motorcycles on the road. The rider safety policy was updated to include the MSF Street Strategies and the MSF Basic Rider Course (BRC1) e-courses as a minimum requirement, and we encourage riders to continuously learn and refresh their skills by pursuing advanced

courses. In Minnesota, where our corporate headquarters is located, we continue to offer skills refreshers and training to help employees advance to the next riding experience level.

Slingshot safety training: Polaris Slingshot engineers from the Powertrain and Chassis teams attended the Radford Racing School in Phoenix, Arizona, for a three-day course that emphasized car control, vision, weight transfer and line choice, with specific drills including threshold and ABS braking with obstacle avoidance, trail braking through a variety of corners, skid control, autocross and track driving. Participants improved their car control skills and emerged as safer, more controlled drivers.

University of Polaris online training: Online training expanded in 2022 to six product-specific e-learning. These specialized training courses offered through our University of Polaris platform include rider safety, trailer safety, Slingshot rider safety, Timbersled rider safety, avalanche awareness and #AviGearChallenge.



MOTORCYCLE SAFETY

More than 200 employees completed advanced- to expert-level motorcycle riding and safety courses including:

- Superbike School, a two-day training camp structured in technical skill building and skills on a variety of specialized bikes.

- Motorcycle Safety Foundation (MSF) basic rider, advanced and expert courses.
- Zalusky Advanced Rider (ZARS) Course, a Minnesota track course that allows advanced riders (typically with well over 1,000 hours of street riding) to improve their confidence, proficiency and skills that mitigate the risk involved with riding.



POLARIS TEXAS PROVING GROUNDS

Consistent with our zero-harm mission, Polaris established a proactive safety program at our Off-Road Proving Grounds for Engineering Testing and Development site in Texas, where vehicles undergo accelerated testing before being released to customers. The site opened in 2022 with a comprehensive safety plan outlining clear requirements, protocols and accountability for employees involved in on-site operation and testing activities. While leveraging the expertise of external consultants, we designed the grounds with a variety of resources for onsite and visiting employees using best-in-class safety standards for riding.

EXPERIENCE POLARIS OUTSIDE FLEETS

Polaris offers Experience Polaris Outside (EXPO) fleets at nine locations across the United States, inclusive of manufacturing, engineering and corporate office facilities. These fleets provide individual employees and teams with the opportunity to experience newer Polaris products in an easy, safe and accessible way after completing the proper safety trainings. The fleets also provide a unique opportunity for employees to share feedback on the vehicles with engineering to help further enhance and inform product quality and safety.

POLARIS GROUP RIDING BEST PRACTICES

Polaris’ Rider Safety Policy establishes group riding requirements that outline the roles and responsibilities for employees leading a group event using Polaris vehicles. Whether a company-sponsored consumer event, employee team ride or occupational testing, resources like the group ride checklist help employees plan rides, conduct safety talks and educate participants on safe and responsible riding practices.

Next Steps

In 2023, we will be launching a new Rider Safety Awareness campaign focused on reinforcing personal responsibility for safe riding practices and compliance for all employees that ride our vehicles. There will also be a focus on developing new digital content, aiming to continually optimize the e-learning portfolio within our rider safety program. Additionally, we will continue to consult external industry experts to build out our advanced ORV operator training and optimize driver qualifications with engineering testing and development in 2023.



Customer Rider Safety

At Polaris, we care deeply about the safety of our customers. We work hard to provide safe, quality products (see the [THINK PRODUCT](#) section for details) and encourage and promote safe riding practices so that riders can continue to enjoy their experience time and time again.

SAFE RIDING RESOURCES

Our Approach

Sharing Polaris’ passion for safe riding with our customers is demonstrated through materials like our owners’ manuals, online video content, pre-ride safety videos and the database of articles in our online help center. These resources help educate riders about safe and responsible vehicle use, maintenance and transport, as well as the usage and replacement criteria for helmets and other protective gear and apparel.





Our Progress

In 2022, we expanded on resources offering safe and responsible riding information:

- **Safety content on Polaris.com:** Online videos continue to feature safe and responsible riding fundamentals for a variety of scenarios and terrains, like [trailer](#)ing and [avalanche safety](#). Click on the product links below to view the safety pages on Polaris.com.
- **Safety awareness campaign:** Shared during National Motorsports Awareness Month in August, information highlighted [rider safety best practices](#), [riding tips](#) from Polaris experts and helpful industry resources across terrains.
- **Trail Talk:** This YouTube series, which is featured on the [Polaris Off-Road channel](#), helps new owners learn responsible riding and vehicle maintenance best practices.
- **Polaris Help Center:** Robust database of self-help articles and videos promoting the fundamentals of safe riding and product information. See [THINK PRODUCT](#) on page 40 to learn more.
- **Polaris Podcast:** Monthly episodes where Polaris experts explain a variety of topics, from vehicle care to riding tips.



[Avalanche Safety](#)



[Trail Talk Episode 1](#)



[Trail Talk Episode 2](#)



[ORV Trailing](#)



[Polaris Help Center](#)

YOUTH SAFETY

Our Approach

We are proud to offer the industry's largest lineup of youth vehicles, and we believe that along with our leading market presence comes an opportunity and responsibility to reinforce youth safety. We make it clear that it is necessary to have adult supervision while youth vehicles are in use, we provide education on the correct gear and riding practices, and we support youth safety initiatives through a variety of partners, including national organizations, local and grassroots off-road clubs, and more. We also offer employee led safe riding training for youth riders of ORV products onsite at Polaris and at local events.

Our Progress

The [Polaris Foundation](#) provided funding in 2022 to the 4-H and the Progressive Agriculture Foundation Partnership to help advance safe and responsible riding practices among young riders.



GEARING UP FOR YOUTH SAFETY

Having the correct gear is an important part of safe riding. In 2022, Polaris donated snowmobile helmets, jackets and bibs to students at Mount Prospect Academy in Plymouth, New Hampshire, to help them safely and successfully engage in programming that allowed them to both ride and learn about the mechanics of snowmobiles — a first for many of the students.



YOUTH SAFETY PARTNERSHIPS



Minnesota 4-H

Polaris is proud to partner with Minnesota 4-H to help advance safety and youth leadership through support of 4-H's youth ATV safety education programs. With funding from the Polaris Foundation, Minnesota 4-H was able to increase the number of counties that offer programming and continue providing ATV education via its seven traveling classrooms in 2022.

2022 Impact

- Increased the number of counties offering a 4-H ATV Safety Program to seven
- Expanded training to over 1,300 new students
- Gained visibility for the ATV Safety Program at the Minnesota State Fair
- Launched a campaign in partnership with [Tread Lightly!](#) and [Leave No Trace](#) to share information about reducing the impact of ATV use on Minnesota lands and waters with 4-H ATV safety educators across the state



Progressive Agriculture Safety Day® Program

Progressive Agriculture Foundation Partnership

The Progressive Agriculture Foundation (PAF) hosts more than 100 Safety Day events annually throughout the U.S. and Canada to promote safe practices and help avoid preventable accidents involving children and young adults in agriculture and farming.

The Safety Days program puts specific focus on training attendees on the best safety measures to take when working around farm and lawn equipment, such as tractors and grain elevators, electricity, welding and mechanical tools, riding ATVs and snowmobiles and more.

2022 Impact

- Held 128 ATV/UTX in-person PAF Safety Days sessions, reaching 41,096 participants — a 49% increase from 2021
- Gained visibility with 9,159 adult volunteers who assisted with ATV/UTV safety sessions
- Conducted ATV/UTV demonstrations at 10 farm shows across the U.S.
- Facilitated 31 ATV/UTV-specific safety posts with foundation social channels

Employee Support

EMPLOYEE WELLBEING ASPIRATION

Investing in our team and helping them to reach their full potential is core to Polaris, and we strive to offer comprehensive wellbeing programs that reflect the broad needs of our employees while furthering initiatives for employee engagement and development.

Our Approach

From the benefits we provide, to the programs that support our employees and their families, to helping employees learn, grow and excel at every stage of their careers, the aspects of wellbeing can mean something different to each employee. It is for this reason that we take a comprehensive approach when it comes to our focus on employee wellbeing.



SUPPORTING OUR EMPLOYEES

Through Polar Total Rewards, Employee Engagement and Talent Management

Health and Wellness

- Healthcare benefits
- Wellness counseling
- Mental health resources
- Parenting resources
- Programs to help prevent and manage conditions
- Health club and personal training reimbursement

Financial

- Competitive pay
- Employee Stock Ownership Plan (ESOP)
- Employee profit sharing
- Financial wellness program
- 401K with employer match
- Tuition reimbursement

Polaris Foundation Programs

- Scholarships
- Employee assistance fund (Launched in 2023)

Engagement

- Employee engagement opportunities
- Flexible work settings
- Women Leaders of Polaris

Development

- Early development
- Leadership development
- Organization and talent review
- Manufacturing training
- Learning and skill development
- Unconscious bias training



HEALTH AND WELLNESS

Polaris offers comprehensive health care benefits as well as wellness counseling, mental health and parenting resources. Our workplace has also evolved along with the changing landscape to offer employees in many roles more flexibility and workplace options, depending on the nature of their work.

In 2022, we expanded our wellness platform to engage employees more holistically on their wellness journeys, adding new online programs — including MOBE and Hinge Health — and additional webinar offerings.

Resources include:

- Professional counseling sessions, interactive tools, online programs and webinars to help manage feelings of stress and anxiety, including confidential resources for employees and their families experiencing depression, grief, loss, sleeplessness and substance abuse.
- Preventative and rehabilitative physical therapy and exercise care that employees can access from home using wearable sensors, making access to care easier.
- Two-week paid parental leave for all new parents, regardless of gender, to bond with their child from birth, adoption, surrogacy or foster placement.
- Online programs for those at risk for or managing certain health conditions, including personalized support to help individuals reach weight loss goals and manage diabetes.



As someone early in my career, the ability to obtain an advanced degree has been incredibly valuable. From the very start of the program, I’ve seen parallels between my coursework and daily standard work. I’m proud to work for an employer who supports personal and professional development inside and outside the workplace.

- JULIANA T., HUMAN RESOURCES ASSOCIATE



FINANCIAL BENEFITS

Polaris provides competitive pay, an Employee Stock Ownership Plan (ESOP), employee profit sharing and our award-winning financial wellness program to support employees on their financial wealth accumulation journey. Led by the Financial Wellness team at Compass Financial Partners, Polaris also offered specialized sessions in 2022 on market volatility, inflation and retirement.

Tuition Reimbursement

Continuous improvement and education are highly valued at Polaris, so we provide financial assistance to help employees achieve their personal and professional goals through our tuition reimbursement program.

POLARIS FOUNDATION PROGRAMS

The Polaris Foundation offers additional employee programs to support Polaris employees and their families as they pursue continuing education or experience financial hardships.

Polaris Scholarships

Our longstanding Polaris Scholarship Program helps offset the costs of postsecondary education for the dependents of Polaris employees. The program provides financial support for full-time study at an accredited two- or four-year college, university, or vocational or technical school.

Employee Assistance Fund

As an employer Polaris is committed to supporting our employees in many ways, including during times of natural disaster and personal hardship. In 2022, we worked hard to find a way to bring this commitment to life through the development of the Polaris Assistance Fund. Formally launched in March 2023 , the Polaris Assistance Fund is intended to help our employees around the world cope with unexpected setbacks that place financial stress on employees and their families. Through the Polaris Foundation, the fund has been initially seeded with \$250,000. Polaris employees may apply or donate to the Polaris Assistance Fund through the Fund portal. U.S. employees who have access to the Polaris Gives platform can use it to contribute to the Fund and take advantage of the Polaris Foundation match.

To administer this program, we have partnered with E4E Relief, a 501(c)(3) non-profit organization that has 20 years of experience in administering efficient, sustainable employee relief programs.

WE PROVIDED MORE THAN
\$545,000
IN TUITION REIMBURSEMENT
IN 2022

NEARLY
120
SCHOLARSHIPS
AWARDED IN 2022

\$2.3
MILLION IN
SCHOLARSHIPS
AWARDED SINCE INCEPTION

SUPPORTING UKRAINIAN EMPLOYEES AND REFUGEES

In response to the war in Ukraine, Polaris worked quickly to help our Ukrainian employees working at our plant in Opole, Poland, bring their families to safety and provide work to women who were fleeing the war as refugees. With support focused on three key areas – basic needs, employment opportunities and humanitarian aid – Polaris and our employees helped in a variety of ways.

\$250,000

IN POLARIS SUPPORT

GIVEN TO UKRAINIAN EMPLOYEES AND REFUGEES INCLUDING EMPLOYEE MATCH

1

Basic Needs

- Local housing and goods
- Fuel allowance for family repatriation
- Childcare funding
- Medical supplies for Ukraine
- Leadership training on crisis management
- Volunteer support
- Additional staff support

2

Employment Opportunities

- Translation and language training
- On-the-job training for new employees
- Workstation adaptations at production sites
- Legal support for work permits

3

Humanitarian Aid

- Vetted and identified two local charity partners
- Funding support through Polaris Corporate, Polaris Foundation and Polaris Employee* donations

*Polaris provides a two-for-one match on employee donations.



EMPLOYEE ENGAGEMENT

Our relationship with our employees is key to Polaris’ continued success, so we work to deepen opportunities for engagement. Our commitment to our employees’ overall wellbeing was highlighted in a variety of ways in 2022, including our support of those impacted by the war in Ukraine (see above story).

Highly engaged employees drive our workplace. Every two years, we measure employee satisfaction through an employee survey, enabling us to gauge our progress, understand employee motivators and build our understanding of Polaris’ culture. Guided by insights from our most recent survey in 2021, we continue to monitor key areas of opportunity and growth to drive improvement and develop strategies as we look ahead. As with our previous survey, Polaris will partner with Mercer | Sirota to conduct the survey in 2023.



EMPLOYEE DEVELOPMENT

Our Approach

We are committed to investing in our people – they are the drivers of our business today and into the future. Through our talent and performance management processes, we support employees to help them learn and grow throughout their careers so they can make their best contributions toward helping Polaris drive change, advance innovation and find new ways to THINK OUTSIDE.



Our Progress

Throughout 2022, team members across Polaris participated in a wide range of talent development programs. Included here are a few highlights. For more detailed descriptions of our programs, see our [2021 ESG report](#).

Early Development: Polaris offers two early talent development programs to help college students and entry-level employees gain experience across a variety of roles and business units:

- **The Polaris Internship Program** provides real-world experience to talented college students through a 12-week summer program designed to prepare them for placement in our Development Program; 101 interns participated in 2022.
- **The Polaris Development Program (DP)** helps build a bench of future leaders for our company. In 2022, 77 participants participated in the program, which spans seven functions – Human Resources, Finance, Operations, Digital and Information Technology, Sales, Marketing, and Engineering (with a focus on core, electrical and Powertrain) – and provides rotational, geographic and networking opportunities.



“The opportunity to ‘choose my own adventure’ speaks to the value of entrepreneurship I have encountered at Polaris. A field rotation was not required of me, but the desire to expand my product knowledge and industry relationships drove this opportunity. The joy is in the journey and I am thankful for everyone who supported me.”

-VICTOR T., SALES AND MARKETING LEADERSHIP DEVELOPMENT PROGRAM MEMBER

DEVELOPMENT PROGRAMS & TRAININGS

Early Development

- Internship Program
- Development Program
- Mentorship Program

Leadership Development

- Succeeding As a Polaris Leader (SAPL)
- High-Performing
- Manager Training
- Polaris Leadership
- Development Program (PLDP)
- Managing People at Polaris
- Performance & Development Discussions

Manufacturing Training

- Manufacturing On-the-Job Training and Assessment
 - Electrical Connectors
 - Advance Weld Macro
 - Torque
 - Decal Application
 - Train the Trainer
- Safety and Technical Skills
- Group Lead Development Program

Organization and Talent Review

- Performance management process
- Talent development
- Succession processes

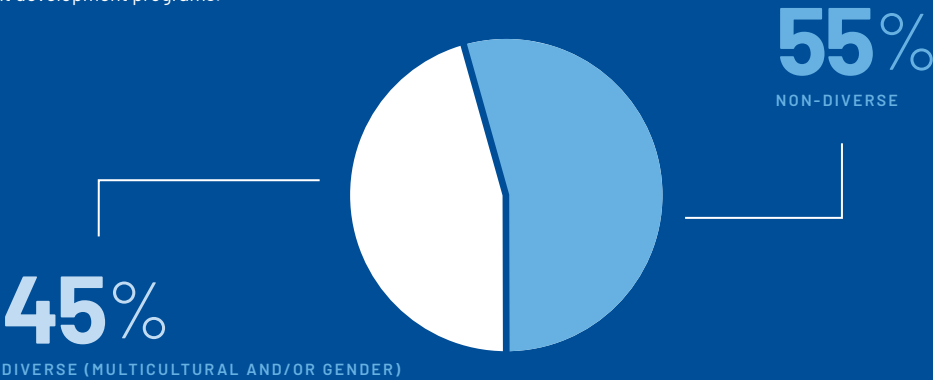
Learning and Skill Development

- Degreed system training
- Online learning
- On-the-job training
- ECCO International-led Foundational Core Trainings

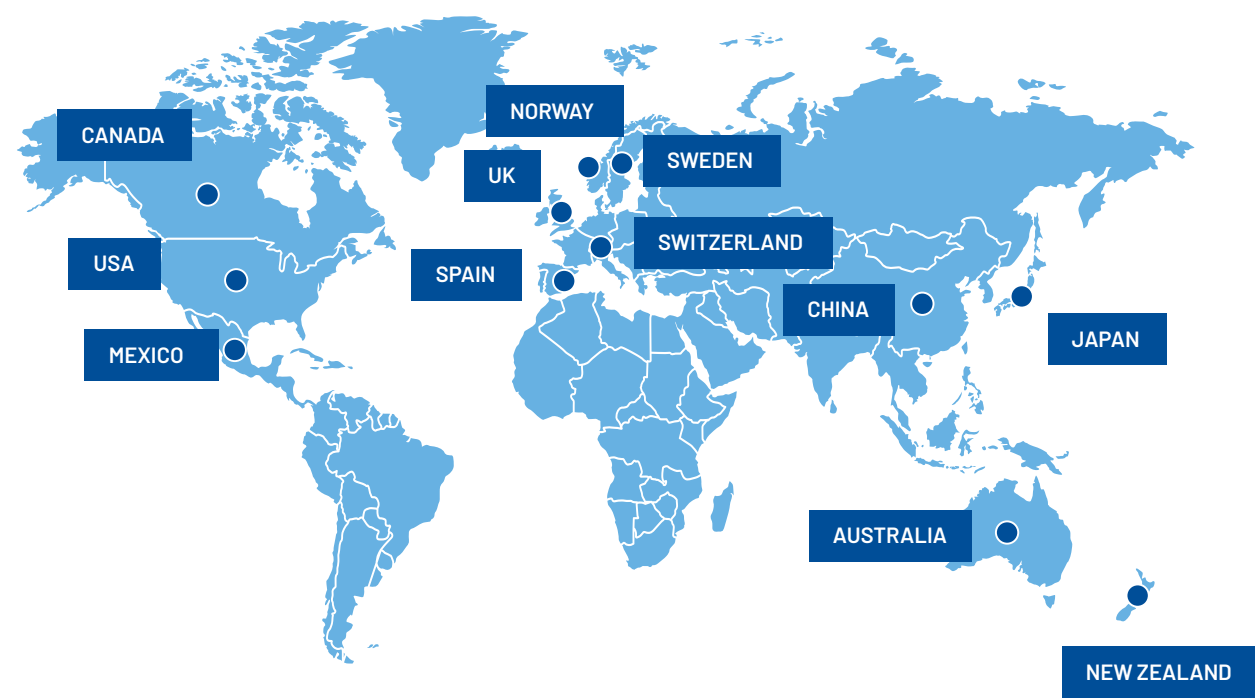
INCREASING DIVERSITY AND INCLUSION

Our focus on increasing representation of diverse populations at Polaris includes our talent development programs.

[Learn more](#)



LOCATIONS WHERE EMPLOYEES PARTICIPATED IN POLARIS LEADERSHIP DEVELOPMENT PROGRAMS DURING 2022



Leadership Development: These programs provide high potential, top talent employees from across our global locations with opportunities to grow and prepare for next-level roles. These experiences are foundational to developing the future leaders of Polaris:

- **Succeeding As a Polaris Leader:** This week-long development program brings together high potential, top-talent individual contributors for question-and-answer sessions led by Polaris executives, site visits, leadership sessions in partnership with the University of St. Thomas and Franklin Covey-facilitated trainings.
- **Polaris High-Performing Manager Training Programs:**
 - **Foundational Leadership Training:** We partner with Franklin Covey to offer an eight-week interactive training course, The Six Critical Practices for Leading a Team, blending live online, small group and self-paced learning covering a range of leadership topics.
 - **The Experienced Leaders Program:** This four-day program for our more experienced people leaders is facilitated by faculty from the University of St. Thomas and covers a variety of topics including creating vision and strategy, innovation and impact through influence and leadership.
- **The Polaris Leadership Development Program** focuses on high potential and top talent manager- and director-level employees. During the over weeklong program conducted in partnership with the University of Minnesota's Carlson School of Management Executive Education program, participants interact with faculty and Polaris executives and complete business case assignments while working as part of global cross-functional teams.
- **Managing People at Polaris** is a self-directed eight module program for new leaders of people at Polaris. Learners are encouraged to complete the training over the course of their first eight weeks in their manager role.
- **The Polaris Vice President Training** was enhanced in 2022 through a partnership with Harvard Business School's highly regarded executive training program. The program is led by current and former CEOs, leveraging business case studies with an emphasis on adapting to the rapidly changing global business context and how senior leaders lead through challenging business, leadership and ethical problems.



EXTERNAL INSIGHT AND EXPERTISE: ABOUT FRANKLIN COVEY

Franklin Covey provides consulting and training services focused on helping organizations improve their leaders, teams and cultures. Polaris works with Franklin Covey to provide training to our employees on key topics, including Unconscious Bias awareness, professional development and management skills.



During my tenure at Polaris, the company has continued to grow globally. Through that evolution it has become clear that the company values and leverages local expertise to help drive strategic efficiency in our product and customer initiatives. This leads to both a higher quality of work and increased cross-collaboration between international and U.S. teams which helps make us all better.



-FAUSTO LOPEZ, VP&M LATIN AMERICA



GLOBAL LEADERSHIP WITH A LOCAL LENS

As Polaris has grown and expanded globally, we've found immense value in engaging and developing local talent to lead international markets. In addition to their keen understanding of local cultures, they also bring a diversity in thought, experience and perspective alongside their U.S. peers. As members of their respective business leadership team, these international leaders provide critical insights and a deeper understanding of our global stakeholder network as Polaris drives various strategic efforts

from the products we design to the experiences we create for all customers to how we support the communities where we operate. They are enabling teams across Polaris to think differently to achieve optimal efficiency and expertise. As we continue to grow our global footprint, our international teams are another key component to helping us deepen our understanding of our broad and diverse customer base and support our efforts to create more inclusive experiences and products for all our customers across the world.

Manufacturing Training: We focus on learning and skill development to maintain a qualified workforce able to perform with safety, quality and continuous improvement in mind:

- **Manufacturing Training Assessment** provides guidelines to achieve training standardization and helps us measure the maturity of training and development practices in our manufacturing plants. We introduced the Manufacturing Train-the-Trainer program in 2022 to provide consistent, accurate and timely training when welcoming new employees.
- **Front-line Leader Training** explains how Polaris' overall strategy applies to all parts of the global organization, how front-line leaders directly impact plant metrics, and how to use effective conflict management and problem solving.

Learning and skill development: We use the Degreed learning platform as a guide for designing, organizing and delivering training plans across functions to support people at a range of levels, from hourly employees to directors. We combine these interactive, measurable online courses with other internal and external resources to enrich the learning experience. The system also hosts Pathways — collections of curated content related to key topics, including foundational Polaris initiatives such as L.I.F.E., R.I.D.E. Together, I DECIDE QUALITY, the Polaris Production System and more. Polaris employees completed nearly 45,000 learning resources through Degreed in 2022.

Organization and Talent Review: Our process follows a "strategy, structure, people" flow assessing and outlining the company's readiness to execute each long-range plan. Talent implications are reviewed in terms of business or function (strategy), future needs and capabilities (structure) and current talent at the director level or above (people). Executive and Human Resources leaders engage in robust and aligned discussions about talent, succession management, retention and engagement in order to determine where to focus efforts. Leadership development programs developed in 2022 that will be introduced in 2023 include:

- Finance course in conjunction with the University of Minnesota's Carlson School of Management
- Standardized 360° feedback and debriefs for directors and vice presidents
- External coaching for directors and vice presidents
- Harvard Business School program for general managers

In 2022, we also further developed our Polaris Accelerating Careers of Executives (PACE) program, which is offered to those in the Business President pipeline.

Next Steps

We will continue to develop our employees through existing trainings and seek further opportunities to advance.



Health and Workplace Safety

EMPLOYEE SAFETY ASPIRATION

We aspire to be an incident-free workplace and aim to protect the health and safety of our employees and contractors through ongoing efforts that eliminate hazards, educate employees and implement preventative measures.

Our Approach

At Polaris, we work to conduct business in a safe and environmentally responsible manner, striving for a zero-harm culture that protects the health and safety of our employees and contractors.

We are committed to providing a safe and healthy workplace for our employees and to reducing the environmental impact of our operations in accordance with our Environment, Health and Safety Policy, which has been endorsed by our corporate Environment, Health, Safety and Security (EHS&S) Executive Governance Committee. Our Environmental, Health and Safety (EHS) management system is deployed globally and based on the “Plan, Do, Check, Act” model. Our corporate EHS management system is generally aligned with the requirements of the International Standards Organization with clearly assigned roles, responsibilities, employee training requirements, targets and objectives. For details about efforts to reduce our environmental impact, see the [THINK PRODUCTION](#) section of this report.

POLARIS SAFETY PRINCIPLES

Our Safety Principles establish expectations on our path toward zero harm in which safety is everyone's responsibility, leadership is accountable for safety performance, hazards are controlled and continuous improvement is required. Safety isn't just a priority — it's our way of life. It's a core value that makes Polaris who we are.

The following Safety Principles provide guidance to Polaris personnel worldwide in the conduct of their daily business practices:

- We believe all injuries and occupational illnesses can be prevented.
- We will hold leadership accountable for safety performance.
- We believe all employees and contractors have personal accountability for safety.
- Assessments and continuous improvement are a requirement.

Responsibility

Our employee safety and environmental stewardship efforts are overseen by our EHS&S Governance Committee and CRC respectively (see details about the CRC and Polaris Corporate Responsibility Governance in the report's [Introduction](#)).

EHS AUDIT PROCESS

Polaris leverages a risk-based auditing program to help assess the effectiveness of our programs, to monitor our performance against regulatory requirements and internal standards and to identify opportunities for best practices that can be shared throughout the business in order to foster a zero-harm EHS culture for all employees. Audit findings are addressed through the development of corrective and preventive action plans. Findings from our audit program are communicated to appropriate parts of the organization so that preventative measures can be taken and learnings can be shared across the company. Audit performance and key program metrics are reviewed as part of our governance, process.

Our Progress

We continued to reinforce our culture focused on zero harm to our employees, contractors and the communities where we operate in 2022 through risk-reduction efforts and by keeping our facilities and employees safe and secure. In 2018, we set a five-year goal to achieve a total recordable incident rate (TRIR) of at or less than 1.2 by 2023; since 2019, we have consistently kept our TRIR below 1.2 and have made progress in driving down the lost-time incidents sustained by our employees. We continually look for opportunities to reduce risk within our organization, putting mitigation processes, procedures and tools in place to keep our team members safe. Whether our employees are in our facilities or out on the trails, we want them to live incident-free every day.

TRIR =

NUMBER OF
RECORDABLE CASES

X 200,000

÷ NUMBER OF EMPLOYEE
HOURS WORKED

LDIR =

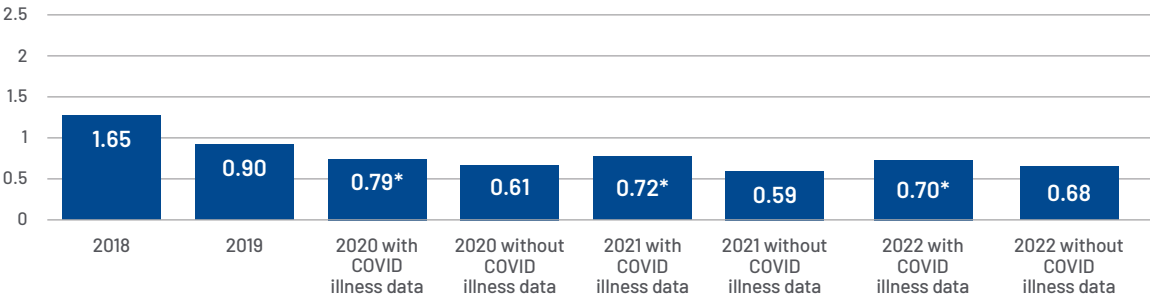
NUMBER OF LOST
TIME CASES

X 200,000

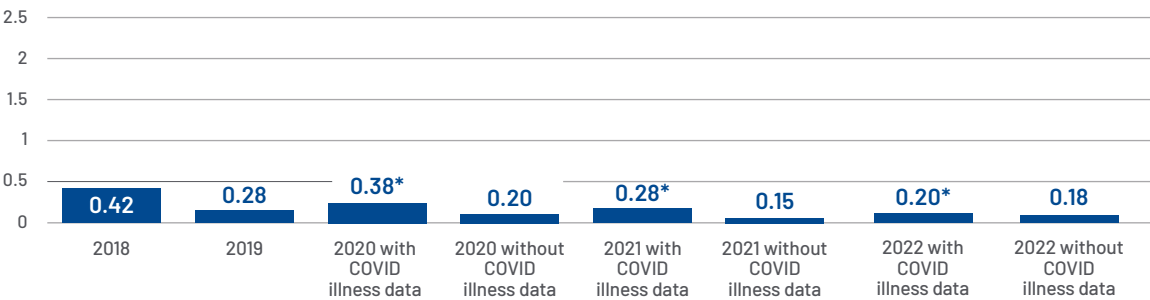
÷ NUMBER OF EMPLOYEE
HOURS WORKED

Standard calculations developed by the U.S. Occupational Safety and Health Administration (OSHA).

TOTAL RECORDABLE INCIDENT RATE (TRIR)



LOST DAY INCIDENT RATE (LDIR)



*2020, 2021 and 2022 rates incorporate COVID cases consist with OSHA's interim guidance requiring the reporting of work-related COVID illnesses. We had zero fatalities in 2018, 2019, 2020, 2021 and 2022.



SAFETY SPOTLIGHT:
EHS&S ACHIEVEMENT AWARDS

Polaris engages team members to help drive best practices and innovative solutions for improving safety. To recognize these contributions, the annual EHS&S Achievement Awards are presented to individuals and teams whose work has made a significant impact on the safety, security and environmental performance of our organization. Employee teams submitted 16 projects across three categories:

- Collaboration: Improvements through connectivity across workgroups, facilities and business units
- Environmental stewardship: Resource efficiency and support for environmental goals
- High performance: Support adoption of our safety principles and our zero-harm culture

These Polaris facilities operated without a recordable incident in 2022:

- **Polaris Administrative Offices:** Australia, Brazil, China, Finland, France, Germany, India, Japan, Mexico Sales, Norway, New Zealand, Spain, Sweden, Switzerland, Canada (Winnipeg), United Kingdom, U.S. (Northland, Medina and Plymouth locations)
- **Engineering Locations:** Huntsville, Opole, Medina Industrial Design, Sunnyvale, Swissauto Powersports, Lake Havasu
- **Distribution & Manufacturing:** 509, ProArmor, Timbersled, Milford

The Polaris Security program is rooted in prioritizing people first, and proactively working to prevent incidents from occurring. Our approach focuses on integrating security policies and procedures into the organization at every level so that every individual knows they play a vital role in keeping our people, places, and assets safe and secure.

- TONY S., MANAGER, SECURITY OPERATIONS



Diversity, Equity and Inclusion

Cultivating a welcoming environment where people of all backgrounds feel empowered and valued.

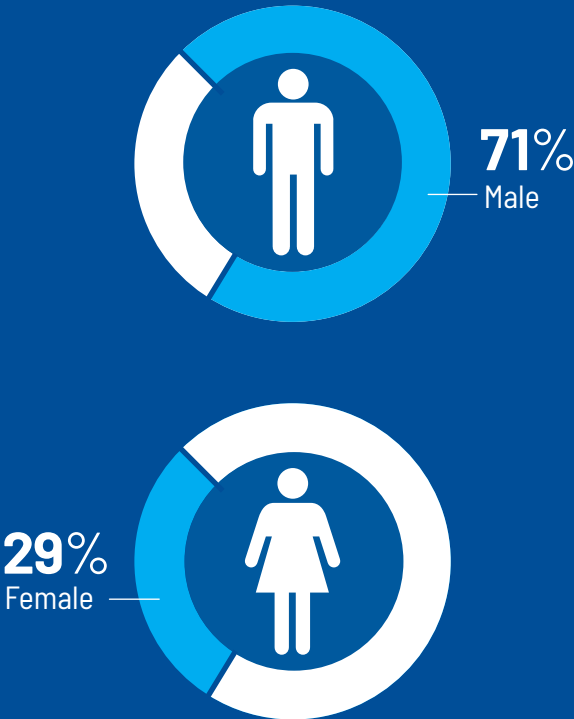
DIVERSITY AND INCLUSION ASPIRATION

We believe that building a diverse, inclusive and welcoming workforce enhances innovation and enables diversity of thought. We are committed to increasing representation of diverse populations within Polaris and supporting organizations focused on fostering diversity and inclusion in the communities where we live and work.

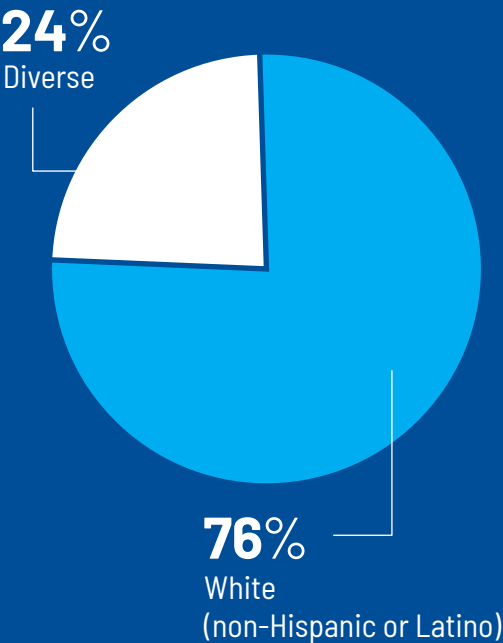
At Polaris, our culture of innovation is forged from unique thought. We know that not only Polaris, but the global communities in which we live and work, benefit from recognizing and celebrating the spectrum of backgrounds, cultures, experiences and passions that each person brings to the table. With this in mind, we are enhancing our focus on diversity and cultivating welcoming environments where people feel empowered and valued.

- MIKE SPEETZEN, CHIEF EXECUTIVE OFFICER

GENDER DIVERSITY (GLOBALLY)



RACIAL DIVERSITY (U.S. LOCATIONS)



Our Approach

Polaris thrives when we empower and value the unique skills, perspectives and contributions of each employee. Through our R.I.D.E. Together: Respect. Inclusion. Diversity. Equity. framework, we work to continually foster a corporate culture of inclusion and encourage all employees to make a personal commitment to supporting diversity and inclusion.

Our commitment to advance diversity and inclusion in our workplaces, communities and society begins at the top — aligned with the CEO Action Pledge for Diversity & Inclusion. Diversity, equity and inclusion are key enablers of our success as a company — within Polaris as well as with our customers and communities.



RESPECT:

A culture and the core of how we operate. We assure an environment that fully welcomes and leverages all aspects of our diversity. All employees are valued, respected and heard

DIVERSITY:

A workforce with a healthy mix of demographics.

EQUITY:

We provide fair treatment, opportunity and advancement while striving to identify and eliminate barriers.

INCLUSION:

A culture that drives a sense of belonging, connection and community.



EQUAL EMPLOYMENT OPPORTUNITY

Each Polaris employee brings a unique background and set of experiences to their work, and we value those diverse perspectives and insights. We recruit, hire, train and promote employees based only on the requirements of the job. Additionally, our affirmative action plan enables us to measure effectiveness, identify any need for action, measure and document compliance with our obligations and more.

[View our Equal Employment Opportunity Policy](#)

TALENT ACQUISITION PROCESS

In 2022, we engaged Mercer to review our talent acquisition processes in detail and highlight any areas that could lead to unintended bias. This thorough review of our processes — from job postings through hiring decisions and offers — revealed that we incorporate many best practices, such as showing a strong campus presence that represents the authenticity of the organization, we partner closely with diversity groups to help make sure opportunities reaching underrepresented groups and hiring managers focus on role skillsets to evaluate potential candidacy. It also identified areas where we can continue to improve by leveraging new industry leading approaches to further advance our goals. Moving forward, we will build on these insights to evolve our practices as we work to attract top talent with diverse backgrounds.



WE WORKED WITH MERCER, A LEADER IN HELPING ORGANIZATIONS IMPROVE RECRUITING PRACTICES. MERCER SUPPORTED POLARIS IN REVIEWING OUR TALENT ACQUISITION PROCESSES IN 2022

OUR FOCUS ON INCREASING REPRESENTATION OF DIVERSE POPULATIONS AT POLARIS INCLUDES OUR TALENT DEVELOPMENT PROGRAMS

45%

DIVERSE (MULTICULTURAL AND/OR GENDER)

55%

NON-DIVERSE

RECRUITING DIVERSE CANDIDATES

We recognize that diversity helps drive innovation, customer growth and employee engagement. To help create a more diverse candidate pool, our recruiting team continues to broaden the scope of our candidate pipeline and highlight Polaris as a top employer for talent in our communities.

In 2022, we:

- Partnered with FairyGodBoss — the largest online career community for women — to showcase the opportunities at Polaris and to highlight female leaders, resulting in more than 1,000 individuals being considered for open jobs.
- Broadened our brand presence on campus by extending our recruitment efforts to Florida International University and deepened our existing relationships by partnering with student organizations spanning Women in Business, Society of Women in Engineering and more.
- Participated in the Talent Acquisition Career Fair at the Society of Women Engineers national conference in Houston, Texas, joined learning and development breakout sessions and connected with attendees about career opportunities at Polaris.
- Participated in the People of Color Career Fair in Minneapolis, Minnesota, to further expand our connections with communities of color and help attract high-caliber, diverse talent into the company.
- Partnered with the Department of Defense to offer service members preparing to retire from the military a role at Polaris during their last six months of service as part of the SkillBridge Program. This initiative helps us fill critical gaps across the organization and provides the service members with civilian work experience, with most converting to full-time employees at the completion of the program.

More information on our efforts to support STEM education with underrepresented communities can be found on pages 122–123.



PARTNERING TO ADVANCE DIVERSITY, EQUITY AND INCLUSION

Polaris is proud to partner with a variety of organizations throughout our hiring process, as well as for ongoing training and development opportunities.



DIRECTEMPLOYERS



DISABILITY SOLUTIONS



FAIRYGODBOSS



PEOPLE OF COLOR CAREERS



SOCIETY OF WOMEN ENGINEERS



WOMEN IN MANUFACTURING



WEBSCRIBBLE

PAY EQUITY

As part of our overarching focus on diversity and inclusion, Polaris is committed to equal pay for equal work, without regard to gender or race. Fostering an environment that promotes equal opportunity and embraces individual differences among our employees is critical to our competitive advantage and essential to the success of our business.

Our Approach

Pay is regularly reviewed during our organization wide annual processes, which include planning of merit, bonus and stock awards in the spring and market adjustments in the fall. We also review when we have new hires, promotions or off-cycle adjustments. As compensation decisions are being made, we conduct an internal equity analysis to confirm that pay is based on the scope and impact of the job, and the individual's relevant experience, qualifications and performance where applicable. Our focus on pay equity is grounded in the belief that employees should progress in their careers regardless of gender or race. Compensation decisions should be gender and race neutral and pay differences between employees in similar jobs should be based on job-related factors, such as education and experience, performance, skill, effort and working circumstances.

Our Progress

In 2022, we continued our practice of regularly reviewing our compensation practices as part of our standard processes. We examined pay equity in our planning cycles, promotions and new hire offers, and conducted ongoing analysis of our hiring, promotion, retention and exit data. Our compensation processes provide visibility to allow our leaders to take action in support of our commitment to equal pay for equal work, without regard to gender or race.

Next Steps

We will continue to analyze pay equity as well as hiring, promotion, retention and exit data to help drive appropriate action.



UNCONSCIOUS BIAS

Leaders play a key role in engaging all employees and building an inclusive culture, so we support them with training and tools to combat unconscious bias in the workplace. We provide Understanding Bias to Unleash Potential training delivered by FranklinCovey to leaders throughout the company. This half-day training course reflects on how bias, including unconscious bias, impacts decisions leaders and all employees make and can directly affect how individuals lead and accomplish business results. The training focuses on how to lead inclusive teams, build trust and increase engagement to drive organizational results, innovation and team performance. We augment the training with guidance for managers to help them actively share insights throughout the year with their teams, including monthly tips and topics for team Huddles; this content is also posted on the internal R.I.D.E. Together site for easy reference.

ELEVATING AWARENESS OF UNCONSCIOUS BIAS

We equip leaders with resources to guide conversations with their teams.

Team Huddle Topics

- Building team culture
- Inclusive hybrid teams
- Embracing diversity of thought
- Growth mindset

Leadership Tip Topics

- Leadership expectations
- Ongoing and consistent feedback
- Global mindset
- Collaboration and team best practices
- Growth mindset



WOMEN IN MANUFACTURING

In March 2022, Polaris joined Women in Manufacturing (WiM) to provide additional education and networking opportunities for current Polaris employees and help us connect with potential new employees.



WOMEN LEADERS OF POLARIS

WLP MAKING STRIDES TO END BREAST CANCER

WLP members led Polaris’ participation in the Making Strides Against Breast Cancer event in Minnesota in October 2022 and helped raise money for the American Cancer Society and other research foundations. Polaris sponsored a booth at the event with support from the Polaris Foundation, and employees contributed through Polaris Gives.

530

MEMBERS ACROSS 32 LOCATIONS

9%

INCREASE IN MENTORING PARTICIPANTS FROM 2021

\$13,000

RAISED THROUGH WLP MEMBER DONATIONS TO NON PROFIT ORGANIZATIONS

WOMEN LEADERS OF POLARIS

Our Approach

Women Leaders of Polaris (WLP), formerly known as Women Leaders in Powersports, promotes the value of women’s perspectives and provides development opportunities for female employees across the company. The first employee resource group at Polaris, it was formed in 2014 to cultivate a community of women learning from and supporting each other throughout their career journeys. WLP provides women with development opportunities, including formal training, networking, mentorship and visibility; builds community through riding events and volunteerism; and helps attract and retain diverse talent to Polaris. The group also includes male ambassadors; 18% of the WLP members are male.

Our Progress

As Women Leaders of Polaris, the group is more clearly defined as a Polaris entity and open to all employees interested in its work. In addition, WLP brought together diverse talent in a variety of ways:

- Matched 95 pairs of mentors/mentees through the WLP mentorship program. Participants connect and share experiences and advice on a variety of topics, including career paths, skill development, work-life balance and networking. 2022 marked the first year of an in-person kickoff event with leadership presentations from Steve Menneto, President Off Road, and Pam Kermish, Chief Customer Growth Officer.
- Hosted four career panels. Sessions spotlighted different functional areas of the company and were especially helpful for newer employees interested in learning more about Polaris and different career paths.
- Celebrated International Female Ride Day (IFRD). For Polaris’ inaugural internal celebration of IFRD, WLP hosted a full day of workshops about riding, safety, outdoor survival, maintenance and other topics, along with on- and off-road group rides that allowed 35 participants to learn and develop their skills together.
- Participated in the WiM and SWE conferences. Attendance at these events gave Polaris representatives the opportunity to build their networks and bring back insights.
- Celebrated International Women’s Day and Women’s History Month around the world for the first time. Female leaders from across the company participated in a live panel, a recording of which was then shared with employees globally. Participating leaders included Lucy Clark Doherty; SVP General Counsel & Corporate Secretary, Pam Kermish; Chief Customer Growth Officer, Bridget McLennan; VP Service Off Road, Danielle Duzan; VP Engineering Operations Human Resources and was moderated by Holly Spaeth; VP Corporate Branding and Partnerships.

Next Steps

In 2023, we are expanding WLP leadership to include regional leads for corporate, manufacturing and distribution, leads for mentorship and ride event programming, and increasing the number of in-person volunteering opportunities.



Diversity, Equity and Inclusion in our Communities

At Polaris, we are committed to advancing diversity and inclusion within and beyond our workplaces — including within our communities. The Polaris Foundation has long supported organizations and initiatives that meet the needs of underserved communities. Diversity, equity and inclusion continues to be a focus area for Polaris Foundation giving. In 2022, we moved forward with our support of initiatives in this area through our work with the following partners to promote education and careers in science, technology, engineering and mathematics (STEM).

UNIVERSITY OF MINNESOTA COLLEGE OF SCIENCE AND ENGINEERING

Our support for initiatives designed to help recruit and retain diverse students include:

- **Polaris Diversity Scholarship Fund:** Scholarships were awarded to diverse and underrepresented students.
- **Rooted in STEM Program:** Through the Rooted in STEM pilot, 25 local high school juniors and seniors were introduced to STEM careers through monthly sessions with undergraduate student mentors, enrichment activities, and presentations from faculty and alumni about their paths to STEM.

2x
POLARIS FOUNDATION DONATIONS
TO SUPPORT DIVERSITY, EQUITY AND
INCLUSION MORE THAN DOUBLED IN
2022 (VS. 2021)

TEN
\$5,000
POLARIS DIVERSITY SCHOLARSHIPS
AWARDED IN 2022

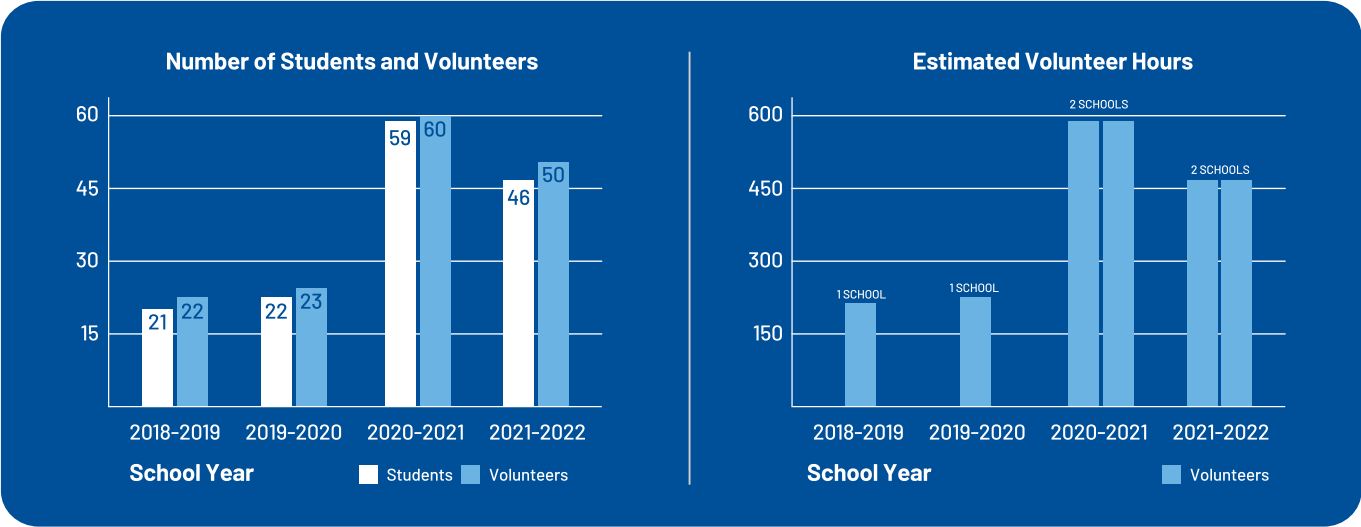
\$100,000
TWO YEAR COMMITMENT

BESTPREP MENTORING PARTNERSHIP

In partnership with BestPrep eMentors, Polaris employees work with students at three Minnesota high schools: two in the Twin Cities (Minneapolis-St. Paul metro area) and one in Roseau. Since the 2018-2019 school year, more than 100 employees from our offices in Medina and Roseau have served as mentors, especially on STEM-related projects, to nearly 150 students in lower income communities, typically in underserved schools with diverse student populations. Over the course of eight weeks, students and mentors discuss topics including

college and career experience, interviewing skills, workplace etiquette, positive attitude and more. Students and mentors also participate in two virtual activities focused on building their relationship and learning more about career opportunities.

In 2022, Polaris employed eMentored students at Rogers High School and Heritage Academy of Science and Technology. Our eMentors are already looking forward to working with new students at Rogers High School in 2023.



CODE2COLLEGE

Polaris partners with Code2College (C2C) to help increase the number of minority and low-income students who enter and excel in STEM undergraduate majors and careers. Through after-school coding sessions, technical portfolio development, workshops and summer internships, C2C helps prepare high school students with the professional and technical skills they need to succeed.

In 2022, Polaris’ support for C2C included:

- Placement of three Polaris summer interns — all of whom received an overall performance rating of four out of five or higher.
- Launched the Polaris Tech Center of Excellence in San Angelo, Texas, and partnered with a local high school to enroll more than 40 students in the Boot Camp course. Of those participants, nearly all achieved scores of 85% or higher, making them eligible for internships with Polaris during summer 2023.
- Supported students in C2C’s Software Engineering Leadership Program.
- Trained more than 50 students in the Embedded Systems course, launched in 2021, and began development of an advanced course.



SCHOLARSHIPS

American Indian College Fund

Through a \$200,000 donation to the American Indian College Fund, Polaris funded 40 \$5,000 scholarships for Native American students pursuing STEM-related Associates or Bachelors degrees. These annual scholarships remove barriers to success for students by helping to pay for housing, books, food and other expenses so they can focus on their academic work, complete their degrees and launch careers that benefit themselves and their communities.

Joyce Ivy Foundation

The Polaris Foundation donated \$5,000 to the Summer Scholars program, which provides scholarships for talented female high school students to participate in a summer academic program at one of their partner programs — some of the most rigorous and selective colleges and universities in the country.



ADDITIONAL STEM PARTNERSHIPS

Polaris is helping inspire and prepare the next generation of STEM professionals through our support to the following programs.

Big Brothers Big Sisters

\$25,000 to support STEM programming.



Girls High School Robotics Team

Polaris and partners from the Society of Women Engineers (SWE) hosted a panel for aspiring female engineers at Visitation School in Mendota Heights, Minnesota, and Polaris sponsored the school’s all-female high school robotics competition team.



Boys & Girls Clubs of America Native Services

The Boys & Girls Club of America – Native Services Unit celebrated 30 years of partnering with Native American communities to establish nearly 270 clubs nationwide serving +120,000 Native youth since it began. Overall, the clubs provide culturally adapted programing, mentoring and a safe place for kids to continue to learn and grow afterschool to support their bright futures.

In 2022, Indian Motorcycle contributed \$200,000 to provide hands-on, activity-based do-it-yourself (DIY) STEM programming at 10 clubs across the United States. The DIY STEM program connects Native youth, ages 9-12 to science themes they encounter regularly through five learning modules: Energy and Electricity, Engineering Design, Food Chemistry and Science of Sports.

Exposure to engaging activities in STEM with this age group is critical to career consideration post-high school. They will also study key Native Americans in science including John Herrington, the first Native American to go to space, emphasizing the importance of representation and encouraging students to follow their dreams.



BOYS & GIRLS CLUBS
OF AMERICA

JUNIOR ACHIEVEMENT OF THE UPPER MIDWEST

As part of Polaris’ five-year, \$125,000 commitment to Junior Achievement (JA), students from underserved communities — nearly 43% of whom are students of color and 38% are economically disadvantaged — are able to explore the manufacturing industry through the Polaris Manufacturing Center in JA’s Biztown. Using special software, students can design and create safe vehicles for business and retail use, then promote and sell them to consumers. Students take on the role of CEO, CFO Powertrain Design Engineer, Production Manager and Vehicle Design Specialist, planting the seeds of interest for future careers in powersports.

RED FEATHER DEVELOPMENT GROUP

Red Feather Development Group partners with Indigenous communities to develop and implement lasting and impactful housing solutions and access to clean water. Currently working with the Navajo (Diné) and Hopi tribal nations, Red Feather specializes in clean and safe heating options, stove swap-out programs, health and safety home repairs, and educational workshops with a focus on supporting elders in the community. Polaris Foundation along with Indian Motorcycle contributed \$30,000 in 2022 to support the Native Home Resource Network, the hub of their wrap-around case management services, to provide direct home repairs for owners that may not qualify for weatherization programs, such as providing ramps, fixing leaking roofs and installing aging-in-place items for tribal elders.

CROSS-TRIBAL NATIVE AMERICAN
ADVISORY COUNCIL

In 2021, Indian Motorcycle officially formed a cross-tribal Native American advisory council that convenes quarterly to help guide our decision-making processes. We see this as the beginning of our journey as we not only listen and learn, but take action and continue to adjust as we learn more.

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Authenticity is crucial when reflecting on one’s legacy and history. I applaud Indian Motorcycle’s initiative in seeking a deeper understanding. Seeking greater truth and reconciliation is by no means easy, so I am honored to have been able to lend my cultural experiences in service on this goal.

-INDIAN MOTORCYCLE NATIVE AMERICAN ADVISORY COUNCIL MEMBER

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Community Support

Polaris Foundation

Our Approach

The Polaris Foundation strives to lead, engage and invest in communities where our employees live, work and where Polaris does business. We are dedicated — at a corporate level and through individual employee gifts and volunteerism — to driving positive change and creating strong, vibrant communities.

Most funding requests are reviewed monthly by the Polaris Foundation committee, which includes members from each of the company's global business units as well as multiple functional areas. Proposals with greater company impact potential are also reviewed by the Executive Polaris Foundation Board, which meets quarterly and includes the Chief Executive Officer; the Chief Financial Officer and Executive Vice President of Finance and Corporate Development; the Executive Vice President of Operations, Engineering and Lean; the Senior Vice President, General Counsel and Secretary, Global Business Unit Presidents; and the Senior Vice President and Chief Human Resources Officer. In addition to Polaris Foundation funded items, the company's global business units also support several stewardship initiatives.

Polaris Foundation funding is directed to support four focus areas: Community Development; Environment; Youth Safety; and Diversity, Equity & Inclusion. To learn about our support for environmental initiatives, see the [THINK PLACES](#) section of this report. Polaris Foundation investments in youth safety are featured on pages 99-100 and Polaris Foundation support for diversity, equity and inclusion appears on pages 122-125 of this report section.

Our Progress

Polaris provided more than \$4.3 million to organizations and local communities in 2022 through corporate donations, Foundation grants, corporate matches of employee donations and vehicle donations.

IN 2022
\$4.3 million
WAS GIVEN THROUGH
FINANCIAL SUPPORT AND
VEHICLE DONATIONS

THE POLARIS FOUNDATION: 2022 BY THE NUMBERS

\$5 million
OVER
5 years
COMMITMENT TO THE NATIONAL FOREST FOUNDATION

\$230,000
IN T.R.A.I.L.S. GRANTS

\$1.2 million
IN DONATIONS
FROM EMPLOYEES THROUGH THE POLARIS GIVES PLATFORM

24% YOY INCREASE
IN EMPLOYEE DONATIONS DURING 2022 POLARIS GIVES WEEK

11,000+ HOURS
OF EMPLOYEE VOLUNTEER TIME, A NEARLY 15% INCREASE OVER 2021

\$900,000
IN VEHICLE DONATIONS* WITH MOST BEING UTILIZED IN SAFETY INITIATIVES
*BASED ON MSRP VALUE

1,581 NONPROFIT ORGANIZATIONS
SUPPORTED BY EMPLOYEE DONATIONS AND THE POLARIS FOUNDATION MATCH

Top **5** causes:

- American National Red Cross
- United Way
- American Cancer Society
- American Humane Society
- St. Jude's Children's Research Hospital

187 NONPROFIT ORGANIZATIONS
SUPPORTED THROUGH EMPLOYEE VOLUNTEER HOURS

Top **5** causes:

- Feed My Starving Children
- Habitat for Humanity
- BestPrep
- United Way
- Animail Humane Society



HELPING THE SALVATION ARMY RESPOND TO DISASTERS

Over the past 10 years, Polaris has contributed more than \$1 million in off-road vehicles to help The Salvation Army deliver emergency supplies and help with search and rescue operations in areas impacted by natural disasters and the pandemic. Continuing this commitment in 2022, the company provided three additional RANGER 570 vehicles to the Tampa area to augment the Salvation Army/Polaris Rescue and Relief fleet already on the ground in Florida responding to Hurricane Ian. Polaris off-road vehicles were instrumental in delivering meals to neighborhoods that were inaccessible to larger vehicles. To see Polaris' giving in previous years, see our [2021 ESG Report](#).

Employee Giving and Volunteerism

HELPING EMPLOYEES GIVE BACK

Polaris employees continued to utilize the online Polaris Gives platform to donate to the nonprofit of their choice and maximize their impact with a Polaris Foundation match of up to \$5,000 per year. In addition, they tracked their volunteer time and, with our Dollars-for-Doers Program, received dollars to donate to the nonprofit of their choice.



Matching Grant Programs
Employees receive \$5,000 of matching grants annually

Volunteer Rewards (Dollars for Doers)
Employees receive \$10 per volunteer hour to donate, up to \$500 annually

Volunteer Time Off Program
Employees receive eight hours of paid time off to volunteer

2022 POLARIS GIVES: BY THE NUMBERS

MORE THAN 2,400 POLARIS
EMPLOYEES GAVE NEARLY
\$1.2 MILLION
(PRIOR TO COMPANY MATCH)

EMPLOYEES VOLUNTEERED
+11,000
HOURS, EARNING \$10 PER HOUR
(UP TO \$500) TO BE DONATED TO
THEIR ELECTED CAUSES

446
EMPLOYEES PARTICIPATED IN THE
VOLUNTEER TIME OFF PROGRAM

POLARIS DONATES
100% MORE
AND 60% MORE PARTICIPATION
THAN 106 OTHER MANUFACTURING
ORGANIZATIONS



LOCAL COMMUNITY DEVELOPMENT INITIATIVES

Giving back is core to what we do at Polaris. We have a longstanding history of supporting communities through partnerships that drive positive change through monetary donations and time spent volunteering. Polaris locations around the world are committed to supporting and giving back to their local communities:

Back-to-School Support: As the new school year approached, Polaris highlighted ways employees could support local teachers working to provide equal access and quality educations for their students, including opportunities to help with a classroom wish list and volunteering to collect supplies.

Boys & Girls Club of Elkhart County: Both Bennington and its employees have provided support to the Boys & Girls Club of Elkhart County Indiana to help young people have safe places where they can learn, grow and succeed.

Cardboard Boat Races: Elkhart, Indiana: In support of Crossroads United Way – which serves Elkhart, LaGrange and Noble Counties in Indiana – the Polaris Marine team built and entered three boats in the organization's annual Great Cardboard Boat Race fundraiser to support the health, education and financial stability of community members.

Vikings Partnership Benefits Habitat for Humanity: Polaris again teamed up with the Minnesota Vikings to support a local community organization. In 2022, we spent a week helping build a house in Richfield, Minnesota, with Habitat for Humanity – Twin Cities, with a different Polaris team joining Vikings staff, legends and players each day. Together, we insulated and wrapped the house, raised roof trusses and laid the roof, and installed windows.

Toys for Tots: For several years, many of our offices and facilities across the U.S. including Medina, Minnesota, and Elkhart, Indiana, have hosted Toys for Tots toy drives. Together, employees donated hundreds of gifts to make the holiday season a little brighter.



POLARIS GIVES WEEK

To further live out our Geared For Good values and encourage community involvement, each October the Polaris Foundation hosts Polaris Gives Week. Each site across the U.S. hosts volunteer projects and fundraising events designed to benefit organizations in their local area. In 2022, events included:

- Blood drives
- School supply drives
- Pet adoption events
- Care kit assembly
- Highway, park and trail clean ups
- Fundraisers, including golf tournaments, chili cook-offs and games
- Food drives



We've been a proud partner of the Minnesota Vikings since 2015 and have had several opportunities to team up with them and give back to our community. That partnership extended to the Twin Cities Habitat for Humanity organization this year. Our employees appreciate the chance to get involved in a local project that exemplifies our Geared For Good values, and working outside during a beautiful fall week was a bonus!

- CHRIS SERGEANT, VICE PRESIDENT, SLINGSHOT





KLIM Avalanche Alliance Program: Since 2018, KLIM has led an avalanche safety education initiative focused on increasing awareness and education for mountain snowmobile riders. In 2022, the Alliance established 10 additional avalanche beacon check stations in key mountain riding areas. Moving forward throughout 2023, KLIM is working to raise money through a rider sweepstakes to fund three additional programs:

- **Avalanche Center Grant Program** will support technology upgrades including weather stations in underserved riding areas, increased staffing and three

grants to bring more robust forecasting and expand target zones in traditionally underserved riding areas.

- **Avalanche Alliance Scholarship Program** to fund annual AIARE scholarships for rescue and training instructors and students.
- **Avalanche Alliance Ambassador Training & Community Education Initiative** to support AIARE awareness and avalanche rescue training in local communities and build a team of Avalanche Alliance Ambassadors to mentor and avalanche leadership into their community.



TEAM POLARIS BIKE MS: MS150

2022 marked Polaris’ 10th year of supporting the Bike MS: MS150, a 150-mile bike trek from Proctor, Minnesota, to White Bear Lake, Minnesota. In 2022, the Polaris team comprised of 33 participants – six of which were first time riders – raised more than \$36,000. In addition, Polaris provides off-road vehicles for use throughout the event week, totalling over \$7,500 in saved costs for the National MS Society. To date, Polaris has raised over \$521,000 for the cause.

Dealer Support

Our Approach

Our dealers play a pivotal role in each customer’s ownership experience. Having a well-trained staff in every department contributes to dealership success, and is critical in creating a welcoming and positive experience for every customer. However, as individual small businesses, our dealers may not have the size or scale to support the training or development needs for themselves and their teams. To help support our dealers, we have created and shared various training programs and resources, including the University of Polaris online learning management system which helps deliver content to dealerships across the globe. The University of Polaris is also a valuable resource for Polaris Adventure Outfitters, educational institutions and individuals interested in learning more about our vehicles or starting their career as a Polaris technician.

Our Progress

In 2022 we continued to support the training of our dealers’ service teams via Master Service Dealer and Garage Composites training, as well as identifying and training the next generation of technicians through our Service Technician Education Program. See the [THINK PRODUCTION](#) section to learn more about our customer and dealer service platform, RideReady.



DEalership-WIDE TRAINING

Teams across Polaris are partnering to bring product and process training to our dealer teams to enable the best customer experience and support dealer profitability in every department. We expanded our curriculum in 2022 to support growth and onboarding of new dealerships and employees:

New Dealer Academy courses provide brand introductions and program and support overviews for leaders in a new dealership.

Employee onboarding courses provide role-based information for new hires on profit center introductions, brand expectations and system overviews.

Channel Development curriculum focuses on operational best practices that enhance dealership efficiency, deliver a quality customer experience and make sure Polaris is the manufacturer easiest to do business with for our dealer partners.

Vehicle and Parts, Garments and Accessories training supports dealers in helping customers choose which products are right for them based on unique features, advantages and benefits.

MASTER SERVICE DEALER TRAINING

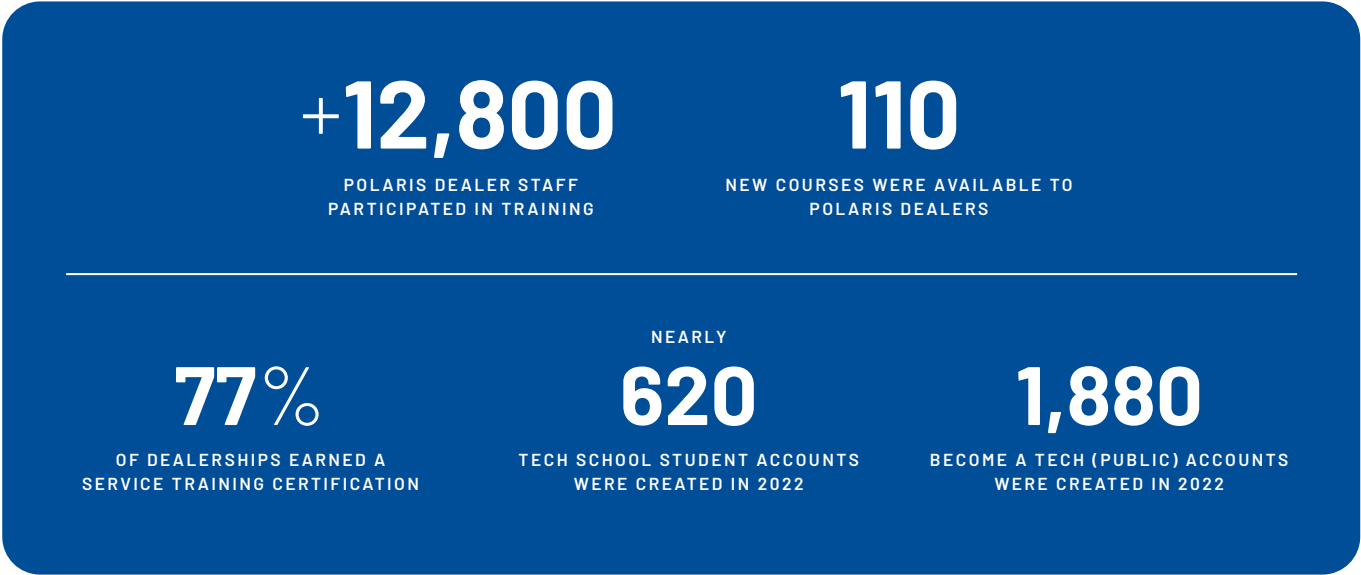
The Master Service Dealer (MSD) training program covers a variety of topics, from vehicle systems to advanced diagnostics. As individuals move through training, Bronze, Silver and Gold certifications are earned for each Polaris product line. Using end-of-course surveys and Net Promoter Scores, we continuously seek feedback from our dealers and evolve training content based on what we hear from our dealership teams.

In 2022, based on sentiment shared in those surveys and changes in technician tenure, we focused on producing more fundamental content to help technicians make the transition into the powersports industry. Shop Safety and Basic Engine Testing are examples of the 22 new courses added to our curriculum; these courses focus on the most frequent services performed by technicians and complement our Polaris vehicle-specific training curriculums.

SERVICE EDUCATION PROGRAM

Through the Polaris Service Education Program, we provide about 30 technical schools, high schools and community colleges across the U.S. and Canada with free access to eLearning technical curriculum, as well as access to special tools, parts and subsystems that enrich the curriculum. As a trusted partner, we are often on advisory committees at these schools to help guide curriculum and training for future students. In 2022, we participated in and

sponsored the Skills USA National competition, one of the largest trade competitions in the U.S., where students compete in an all-day event that includes hands-on testing and diagnostics. Locally, we attended the Minnesota Technology and Engineering Educators Association (MTEEA) conference to share the Service Education Program with high school educators and the BestPrep career fair to showcase Service and Training careers.





GARAGE COMPOSITES AND WHEELHOUSE COLLEGE

We provide training to our dealers in partnership with Garage Composites on topics ranging from profit centers and digital sales to back-end processes. Our support helps dealership profitability and sustainability through process improvement that drive a best-in-class customer experience for our consumers. In 2022, we expanded our partnership to include Wheelhouse College (Garage Composite’s sister company) in order to deliver training beyond the U.S. and Canada, allowing us to better support dealers and customers around the world.

2022 GARAGE COMPOSITE AND WHEELHOUSE COLLEGE HIGHLIGHTS

- Sponsored six 20 Clubs (peer advisory groups) and 20 Club Academies in North America
- Built out 11 new virtual process trainings for the North American dealer network
- Developed a 40-course curriculum available in 14 different languages and shared across 32 countries centered around dealership best practices and processes
- Introduced Wheelhouse College to Polaris dealers in Europe and 90% now use this resource. Wheelhouse college trainings are available online globally in 14 languages (sub-titled)
- Held Profit Center Bootcamps in Mexico and Australia

EXTERNAL INSIGHT AND EXPERTISE: ABOUT GARAGE COMPOSITES AND WHEELHOUSE COLLEGE

Polaris partners [Garage Composites](#), industry leading experts in dealership profitability and training who provide a suite of in-dealership consulting products, and their sister company [Wheelhouse College](#), who offers a variety of online industry-specific training products to help bring relevant.

Next Steps

Our strategy in 2023 continues to be guided by feedback from our dealer, community and industry partners, as well as trends in the powersports industry and what dealerships are seeing. As we grow our fundamental technical content library, courses will be organized into system- or role-specific curriculums that help match work assignments with technicians trained in that work-type. These “micro-curriculums” will enable Polaris to create more in-depth content and allow dealers to incrementally upskill their technician teams. In 2023, we plan to roll out additional Wheelhouse College trainings to EMEA starting with the U.K. and Spain.

Our active engagement with community and industry organizations will also continue to keep us connected with the dealers, students and educators that we serve. Our Plymouth, Minnesota, office hosted a Skills USA competition in March 2023.





POLICIES AND RESOURCES

IN THIS SECTION • ETHICS AND COMPLIANCE • CODE OF BUSINESS CONDUCT AND ETHICS
• ETHICS HOTLINE • POLICIES • OTHER IMPORTANT RESOURCES • SASB • GLOSSARY



Ethics & Compliance

At Polaris, we have built a culture centered around integrity and are committed to doing business the right way — every day.

Our Approach

Polaris maintains high standards of ethical behavior. To do so, we clearly communicate our [Code of Conduct](#), [Supplier Code of Conduct](#) and [Human Rights Policy](#) internally and externally. We conduct internal assessments of our highest risk areas on an ongoing basis to track and reinforce compliance with these policies. We ask all our employees who take our annual Code of Conduct training to attest that they are conducting business in compliance with the Code and that any known violations of the Code have been reported to their manager or to the EthicsPoint hotline. For details

about compliance with our Supplier Code of Conduct, see the Responsible Sourcing content in the [THINK PRODUCTION](#) section of this report. The company has been on a three-year journey to establish a robust ethics and compliance program to support the company's growth. As part of this process, we have built each element of our program to comply with regulatory best practices while recognizing that these thresholds are continually changing and that our program needs to be scalable and evolve as the

risk environment shifts. We continually assess our ethics and compliance program by reviewing elements of the program with external subject matter experts to determine how our proxy peers and other companies are developing their programs. This allows us to tailor our program to risks specific to our industry and to consider whether we want to add or refine aspects of our program. We also strive to continually improve our ethics and compliance program and build on the solid foundation that we have established.

99%
OF OUR EMPLOYEES COMPLETED
ANNUAL CODE OF CONDUCT
TRAINING IN 2022*

*Includes employees with company computer access; separate training is provided to hourly employees.

ETHICAL CULTURE SURVEY

Partnering with Ethisphere, Polaris conducted our first Ethical Culture Survey in 2022 to measure the impact of ethical culture at the company. This first survey included all full-time employees with company computer access, of which nearly 5,000 employees participated. Results showed that employees feel empowered to do the right thing and are comfortable approaching their managers with concerns because of how their supervisors act and communicate with them.

THE ETHICAL CULTURE
SURVEY WAS CONDUCTED IN
7 LANGUAGES

We are proud of the results we received from our initial survey and are confident that they represent a true and accurate benchmark for us to measure against. We will leverage the results to continue to further communications and conversations around ethics and the importance of speaking up with our employees, as well apply learnings from the survey to future trainings and resources, including annual Code of Conduct training. Moving forward, we will survey employees on this topic every other year (alternating with the company's employee engagement survey) to identify areas for continued growth and improvement.

Our Progress

In 2019, we began a planning cycle that helped us assess and refine our policies within the context of our continued global growth. Since that time, we have developed a singular Code of Conduct and high-level Code at a Glance overview for employees across our entire enterprise and created an Ethics & Compliance SharePoint site to provide an easily accessible hub of related information. We aligned our approach with ethics and compliance best practices outlined in the [U.S. Department of Justice's guide](#) for companies.

Our efforts have helped us build a robust compliance program that we will continue to improve year over year. In 2022, we took the next step on our journey and completed our first Ethical Culture Survey (see related story).

As our company grows globally, we are taking steps to make it easier for employees around the world to report concerns to the EthicsPoint Hotline, including providing numbers that are easier to dial locally and are answered by people speaking the local language. With the addition of Vietnamese translations in 2022, our ethics and compliance materials are now available in nine languages. The materials are posted in our manufacturing locations in multiple languages so all employees can better understand expectations and are prepared to comply with our Code of Conduct. We continue building a network of compliance champions across the world who can help us get our messages across in culturally appropriate ways and let us know how we can support employees who are looking for guidance on issues related to the Code of Conduct or ethics and compliance generally.

We are assessing the highest risk ethics and compliance issues in the company and evaluating how we can mitigate those risks. We are conducting a risk assessment in some of our international manufacturing locations so we can continue to support the growth of our businesses outside the United States.



46%
RESPONSE RATE TO ETHICAL CULTURE
SURVEY WAS NOTED AS "HIGHLY
ENCOURAGING BY ETHISPHERE

POLARIS SCORED
82.5
EXCEEDING THE PEER GROUP BENCHMARK
SCORE OF 82.3, AND EXCEEDING PEER
COMPANIES IN SIX OF EIGHT INDIVIDUAL
CATEGORIES



Code of Business Conduct and Ethics

The policies and guidance set forth in our [Code of Business Conduct and Ethics](#) reaffirm our commitment to creating a work environment where everyone feels respected and valued. Moreover, the Code serves as a common, consistent guide when difficult issues arise, supporting Polaris employees in everyday situations. Employees are encouraged to be responsive to the Code, to report issues and to continually seek a path to bring effective change. Employees participate in mandatory Code of Conduct training each year. With offices and manufacturing locations in seven countries, our Code of Conduct is available in nine languages: Chinese, English, French, German,

Japanese, Polish, Portuguese, Spanish and Vietnamese. Related resources for employees include:

- **Code at a Glance:** These materials support the onboarding process and help employees understand, our Values and our Code. The Code at a Glance includes videos from the CEO, General Counsel and Global Head of Ethics & Compliance that introduce the Code and emphasize its importance in conducting business with integrity. The Code at a Glance supplements our annual Code training of all employees and the quarterly training offered to our hourly employees.

- **Polaris Hub:** This interactive, user-friendly intranet site is designed to bring our worldwide team of employees together through company news, employee features, industry news, resources and more. Quick links on the main page of the Hub take employees directly to the Ethics & Compliance intranet site, which includes the Code and related materials, policies, trainings, case studies and other tools to further expand the reach and impact of the Code. As the company continues to expand and grow, the Hub serves as our central repository for all Ethics & Compliance materials.

Ethics Hotline

Our [EthicsPoint hotline](#) (1-888-219-3550 or via the online website) serves as a resource for employees globally to report concerns and provides a common process to evaluate reports submitted through the hotline.

Policies

Polaris maintains high standards of ethical behavior and we clearly communicate our policies internally and externally. In addition, we conduct internal assessments of our highest risk areas on an ongoing basis to track and reinforce compliance.

SUPPLIER CODE OF CONDUCT

All of our suppliers are expected to adhere to our [Supplier Code of Conduct](#) and Human Rights Policy (see below). Suppliers are also expected to complete a compliance survey twice a year and sign off on their commitment to these policies.

HUMAN RIGHTS POLICY

Respecting human rights in the workplace and across our global supply chain is important to Polaris. Our [Human Rights Policy](#) requires that Polaris and each supplier maintain a workplace free from harassment, discrimination, child labor, forced labor and any other forms of compulsory labor. It also requires safeguards against human trafficking anywhere within our operations and supply chain. The Policy outlines our expectation that we and our suppliers comply with all applicable labor, wage and hour laws, as well as all applicable health, safety and environmental laws and regulations to provide a safe and healthy work environment (see the [THINK PEOPLE](#) section for details about how we protect the safety, well-being and human rights of our employees). Polaris is committed to respecting the privacy and rights of employees and third parties, and we require our suppliers to do the same. In the United States, we also require our suppliers of a certain size to develop an affirmative action plan in accordance with Polaris' commitment to diversity and inclusion.

CONFLICT MINERALS POLICY

Polaris supports the goal of ending violence and human rights violations in the Democratic Republic of Congo (DRC)

by demanding transparency regarding the origins of all tantalum, tin, tungsten and gold used in our products, as outlined in our Conflict Minerals Policy. We require all of our suppliers to undertake reasonable due diligence to identify any products supplied to us that contain conflict minerals sourced from the DRC and nine contiguous countries. In such cases, all associated mines and smelters must be certified "conflict free" by an independent third party for Polaris to continue sourcing from that supplier. [View our Conflict Minerals Policy.](#)

SUBSTANCE COMPLIANCE

Polaris continues our commitment to govern the use of chemical substances in our products and adhere to strict local and global chemical substance regulations. Our dedicated Substance Compliance team is responsible for monitoring current, future and evolving global substance regulations. The team is responsible for integrating substance compliance requirements into our product design and identifying opportunities for improvement within our supply chain. Polaris has contracted Assent, a global leader in supply chain data management, to assist in gathering compliance declarations and surveys. Polaris reacts to changes in chemical substance regulations by remaining agile in our ability to expand data collection abilities in our supply chain and materials selection in product design and the results informed the material topics that will drive our focus as we move forward on our ESG journey.

U.K. MODERN SLAVERY ACT

The U.K. Modern Slavery Act of 2015 requires companies conducting business in the U.K. to publish a statement describing

steps taken to verify that modern forms of slavery and human trafficking are not taking place in the company's business operations and supply chains. We comply with the U.K. Modern Slavery Act. [View our Slavery and Human Trafficking Statement.](#)

PRIVACY, DATA PROTECTION AND CYBERSECURITY

Polaris takes the responsibility of protecting the data of our customers, employees and dealers seriously. We maintain technical and organizational security measures designed to help safeguard Polaris systems, products and information, along with consumer and employee personal information, from unauthorized access, disclosure, alteration or destruction. We strengthen our cybersecurity and privacy programs by participating in relevant industry groups to stay connected and informed. For example, Polaris is a member of the Automotive Information Sharing and Analysis Center (Auto-ISAC), an industry-driven community that shares and analyzes intelligence about emerging cybersecurity risks to the vehicle, and collectively enhances vehicle cybersecurity capabilities across the global automotive industry, including light- and heavy-duty vehicle OEMs, suppliers and the commercial vehicle sector.

Polaris respects the privacy of our employees and consumers, and we are committed to the responsible management, use and protection of personal information in line with applicable privacy and data protection laws. The Polaris Privacy Notice describes how we collect, use and share consumer personal information. [View our Privacy Notice.](#)

Other Important Resources

NUMBERS TO KNOW

EthicsPoint Hotline (1-888-219-3550)

Safety Claim Phone Line (651-408-7205)

SITES TO KNOW

[Code of Conduct](#)

[Supplier Code of Conduct](#)

[Human Rights Policy](#)

[Environment, Health and Safety Policy](#)

[Safe Riding Resources](#)

[Equal Employment Opportunity Policy](#)

[Polaris Help Center](#)

Polaris Inc. 2022 SASB Reporting

The Sustainability Accounting Standards Board (SASB) provides framework standards for disclosure on the financial impacts of sustainability. As there is no framework dedicated to the powersports industry, given the nature of Polaris’ operations, SASB has classified Polaris in the Transportation sector, Automobiles industry. Given differences between our industry and the automotive industries, SASB’s Standards Application Guidance, and that we are just starting our ESG reporting journey, we are only partially conforming with SASB’s reporting framework for the Automobile industry. We welcome engagement on these topics and can be reached at GearedForGood@polaris.com.

AUTOMOBILE

TOPIC	ACCOUNTING METRIC	CATEGORY	UNIT OF MEASURE	CODE	2022 DISCLOSURE
PRODUCT SAFETY	Percentage of vehicle models rated by NCAP programs with an overall 5-star safety rating, by region	Quantitative	Percentage (%) of rated vehicles	TR-AU-250a.1	None of our vehicles are rated under NCAP 5-star ratings. There are, however, industry safety standards applicable to our products published by the Recreational Off-Highway Vehicle Association (ORV SxS), the Specialty Vehicle Institute of America (ORV ATV), and the Snowmobile Safety and Certification Committee (Snowmobiles). There are federal safety regulations promulgated by the National Highway Safety Administration for Motorcycles and by the US Coast Guard for Boats. International analogs of these standards and regulations apply in other non-US markets, including Canada and Europe. We believe our products comply with these and any other applicable safety standards.
	Number of safety-related defect complaints, percentage investigated	Quantitative	Number, Percentage (%)	TR-AU-250a.2	100% of NHTSA V00 complaints filed on Polaris vehicles are investigated. 100% of consumer complaints filed with the CPSC are investigated where identifying information is provided or reasonably discernible (i.e. VIN number, consumer’s name, etc.). Polaris received one vehicle safety-related submissions to its Business Ethics Hotline in 2022. 100% of vehicle safety submissions made to our ethics hotline are investigated. Our Post-Sales Surveillance process is discussed on page 34 of this report.
	Number of vehicles recalled	Quantitative	Number	TR-AU-250a.3	Recall data reflects global recalls from our Off Road (ORV/ Snow), On Road (Motorcycles/Slingshot, Aixam and Goupil), and Marine (Bennington) Business Units. All recalls were voluntarily initiated by the Company. Total vehicle recalls: 20 <div>Off Road Vehicle Recalls: 16 Total On Road Vehicles Recalled: 60,716</div> <div>Total Off Road Vehicles Recalled: 488,097 Marine Recalls: 1</div> <div>On Road Vehicle Recalls: 3 Total Marine Units Recalled: 9</div>
LABOR PRACTICES	Percentage of active workforce covered under collective-bargaining agreements	Quantitative	Percentage (%)	TR-AU-310a.1	None of the hourly employees in the U.S. are covered by a collective bargaining agreement. Outside of the U.S., labor practices vary depending on local law and practice. Employees at our Monterrey, Mexico facility are unionized and subject to a collective-bargaining agreement. The company does not disclose additional data in this category as it could be deemed commercially sensitive.
	Number of (1) work stoppages and (2) total days idle	Quantitative	Number, Days	TR-AU-310a.2	Work stoppages: 0 Total days idle: n/a

TOPIC	ACCOUNTING METRIC	CATEGORY	UNIT OF MEASURE	CODE	2022 DISCLOSURE
FUEL ECONOMY & USE-PHASE EMISSIONS	Sales-weighted average passenger fleet fuel economy, by region	Qualitative	Mpg, L/km, gCO2/km, km/L Methodology: Average F/E calculated by model year as required for regulatory purposes.	TR-AU-410a.1	The topic of passenger fleet fuel economy and its associated metrics were omitted based on the lack of applicability to Polaris’ business model as compared to automobile manufacturers.
	Number of (1) zero emission vehicles (ZEV) sold, (2) hybrid vehicles sold, and (3) plug-in hybrid vehicles sold	Quantitative	Vehicle units sold	TR-AU-410a.2	Polaris has shared its intention to lead the powersports industry in electrification. Its focus has been on testing broadly, but purposefully commercializing its powersports vehicle portfolio. In 2022, Polaris offered zero-emissions products in our Off Road, On Road and Marine business units. <ul style="list-style-type: none">Off Road: In December 2021, our Off Road team launched the Ranger Kinetic, an electric utility terrain vehicle, which will start shipping in 2023.On Road: In March 2022, Indian Motorcycle partnered with SUPER73, a lifestyle adventure brand specializing in electric bicycles, to release a electric moto-inspired bicycle engineered for recreational sport use and urban transportation.We also design and manufacture vehicles that support various commercial and industrial work applications and include products in the light-duty hauling, industrial and urban/suburban commuting sub-sectors. Our On Road vehicle brands also include Goupil and Aixam which are primarily marketed in Western Europe. We offer 14 models across these brands. These businesses each have their own distribution networks through which their respective vehicles are distributed. Goupil and Aixam sell directly to customers in France, through subsidiaries in certain Western European countries and through several dealers and distributors for markets outside such countries. Marine: In August 2022, our Marine Godfrey brand released the Mighty G, the brand’s first pontoon model that was designed with an electric propulsion engine in mind. Godfrey incorporated design elements that support maximizing the efficiency of the platform with an electric engine, such as using full-sized tubes to enable ideal flotation levels and minimize drag in the water. Polaris does not sell any hybrid or plug-in hybrid vehicles.
	Discussion of strategy for managing fleet fuel economy and emissions risks and opportunities	Discussion and Analysis		TR-AU-410a.3	Our Environment and emissions information begins on page 59 of this report.

AUTOMOBILE

INDUSTRIAL MACHINERY AND GOODS(1)

TOPIC	ACCOUNTING METRIC	CATEGORY	UNIT OF MEASURE	CODE	2022 DISCLOSURE																				
MATERIALS SOURCING	Description of the management of risks associated with the use of critical materials	Discussion and Analysis		TR-AU-440a.1	<p>Please see our 10K Risk Factors which can be found on page 11 of our Annual Report at https://ir.polaris.com/financial-information/annual-reports/default.aspx.</p> <p>Our Governance Information begins on page 15 and our Ethics and Compliance Information begins on page 138 of this report.</p>																				
MATERIAL EFFICIENCY & RECYCLING	Total amount of waste from manufacturing, percentage recycled	Quantitative	Metric tons (t), Percentage (%)	TR-AU-440b.1	<p>Includes waste volumes from facilities across Polaris minus a few small domestic and international locations.</p> <table><tr><th>TYPE OF WASTE</th><th>2020*</th><th>2021*</th><th>2022</th></tr><tr><td>Hazardous waste (tons)</td><td>1,395</td><td>1,364</td><td>1,553</td></tr><tr><td>Non-hazardous waste (tons)</td><td>8,410</td><td>11,087</td><td>11,047</td></tr><tr><td>Waste Diverted from Disposal-Recycled (Tons)</td><td>26,483</td><td>34,077</td><td>34,321</td></tr><tr><td>% Recycled</td><td>73%</td><td>73%</td><td>73%</td></tr></table> <p>*Prior years data revised to correct non-material reporting errors.</p> <p>Our Environmental information regarding waste begins on page 68. Additional data in this category is not compiled on an enterprise-wide basis.</p>	TYPE OF WASTE	2020*	2021*	2022	Hazardous waste (tons)	1,395	1,364	1,553	Non-hazardous waste (tons)	8,410	11,087	11,047	Waste Diverted from Disposal-Recycled (Tons)	26,483	34,077	34,321	% Recycled	73%	73%	73%
	TYPE OF WASTE	2020*	2021*	2022																					
	Hazardous waste (tons)	1,395	1,364	1,553																					
	Non-hazardous waste (tons)	8,410	11,087	11,047																					
	Waste Diverted from Disposal-Recycled (Tons)	26,483	34,077	34,321																					
% Recycled	73%	73%	73%																						
Weight of end-of-life material recovered, percentage recycled	Quantitative	Metric tons (t), Percentage (%) Methodology: Percentage is weight of recovered and recycled EOL material divided by total EOL recovered material.	TR-AU-440b.2	<p>Polaris does not compile this information outside of the EU where the End-of-Life Vehicle law requires Polaris to have programs to retrieve and recycle certain types of our vehicles. No other region of sale has this requirement.</p>																					
Average recyclability of vehicles sold, by weight	Quantitative	Percentage (%) by sales-weighted weight (metric tons) Methodology: percentage is weight of components/ materials in vehicle sold that are recyclable divided by total weight of all vehicles sold.	TR-AU-440b.3	<p>Polaris does not currently compile this information.</p>																					
Table 2: Activity Metrics Number of vehicles manufactured	Quantitative	Number	TR-AU-000.A	<p>In 2022, the Company shipped more than 425,000 units worldwide to customers and dealers.</p>																					

TOPIC	ACCOUNTING METRIC	CATEGORY	UNIT OF MEASURE	CODE	2022 DISCLOSURE	
EMPLOYEE HEALTH & SAFETY	(1) Total recordable incident rate (TRIR), (2) fatality rate, and (3) near miss frequency rate (NMFR)	Quantitative	Rate	RT-IG-320a.1	TOTAL RECORDABLE INCIDENT RATE	
					2022 w/COVID Illness	2022 w/o COVID Illness
					0.70*	0.68
*Rates incorporate COVID cases consistent with OSHA's interim guidance requiring the reporting of work-related COVID illnesses. Fatality Rate: 0						

(1) Although Polaris is part of the Automobile framework, beginning in 2021, we expanded our SASB disclosure to include information from the Industrial Machinery and Goods framework.



<h2>Glossary</h2>									
ACSA American Council of Snowmobile Associations	C02-e Carbon dioxide equivalent	E-CERTS Electronic Certifications	EPA Environmental Protection Agency	IFRD International Female Ride Day	MSF Motorcycle Safety Foundation	NMMA National Marine Manufacturers Association	PLDP Polaris Leadership Development Program	SASB Sustainability Accounting Standards Board	TRIR Total recordable incident rate
AIARE American Institute for Avalanche Research and Education	C2C Code2College	EBITA Earnings before interest, taxes, depreciation and amortization	EPS Earnings per share	IMRG Indian Motorcycle Riders Group	MSRP Manufacturer suggested retail price	NOHVCC National Off-Highway Vehicle Conservation Council	PPE Personal protective equipment	SNT Spiers New Technologies	UTV Utility terrain vehicle
AIAG Automotive Industry Action Group	CAPA Corrective and preventative action plans	ECHA European Chemicals Agency	ERC Executive Review Committee	ISMA International Snowmobile Manufacturers Association	MT Metric tons	ORV Off-road vehicle	PSS Post-Sales Surveillance	STEM Science, technology, engineering and mathematics	VIN Vehicle identification number
ASI ATV Safety Institute	CPSC Consumer Product Safety Commission	EGRID Emissions & Generation Resource Integrated Database	ESG Environmental, social and governance issues	ISO International Standards Organization	MTEEA Minnesota Technology and Engineering Educators Association	OSHA Occupational Safety and Health Administration	QOS Quality Operating System	STEP Service Technology Education Program	VOC Volatile organic compound
ATV All-terrain vehicle	CRC Corporate Responsibility Committee	EHS Environmental, Health and Safety	ESOP Employee stock ownership plan	JA Junior Achievement	MWh Megawatt hour	PACE Polaris Accelerating Careers of Executives	REC Renewable Energy Credit	SxS/SXS Side-by-side vehicle	VPPA Virtual power purchase agreement
BOM Bill of Materials	CSE University of Minnesota's College of Science and Engineering	EHS&S Environment Health Safety and Security	EV Electric vehicle	kWh Kilowatt hour	N02 Nitrogen dioxide	PAF Progressive Agriculture Foundation	R.I.D.E. Respect. Inclusion. Diversity. Equity.	SWE Society of Women Engineers	WiM Women in Manufacturing
BRC1 Basic Rider Course	DP Development Program	ELT Executive Leadership Team	EXPO Explore Polaris Outside	LDIR Lost day incident rate	NFF National Forest Foundation	PG&A Parts, Garments and Accessories	ROHVA Recreational Off-Highway Vehicle Association	TAP Transamerican Auto Parts	WLP Women Leaders of Polaris
BSR Business for Social Responsibility	DRC Democratic Republic of Congo	EMS Environmental Management System	GHG Greenhouse gas	MSD Master Service Dealer	NHSTA National Highway Transportation Safety Administration		S02 Sulfur dioxide	T.R.A.I.L.S. Trail Development, Responsible Riding, Access, Initiatives, Lobbying, Safety	ZARS Zalusky Advanced Rider Course
C02 Carbon dioxide			GJ Gigajoule				SAPL Succeeding As a Polaris Leader		

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