



2024

Geared For Good 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.



INTRODUCTION



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- Letter from CEO and Board Chair
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- Goals and Aspirations



Mike Speetzen
Chief Executive Officer (CEO)



John Wiehoff
Polaris Chairman of the Board

Joint Letter From Our CEO and Board Chair

Polaris celebrated 70 years as a company last year. That’s 70 years of relentless innovation, of helping people explore the outdoors, and of showing up for our riders, dealers, employees and the communities where we do business. It also marks 70 years of our continued commitment to doing business the right way – the Geared For Good way.

In 2024, we made progress across our four Geared For Good pillars: THINK PRODUCT, THINK PLACES, THINK PEOPLE and THINK PRODUCTION and took an active role in supporting our critical stakeholders.

Our employees come to work every day to deliver for our riders and dealers, and we are focused on supporting their wellbeing and creating a workplace that puts safety first. One of our primary employee aspirations is to achieve an incident-free workplace. In 2024, we raised the bar again and proudly recorded the lowest Total Recordable Incident Rate in company history for the second consecutive year.

This commitment to safety extends to our riders with safe and responsible riding programs and content that we promote and the organizations and riding clubs that help support these efforts. Maintaining the areas where our products are used and enhancing youth safety – and helping young riders learn the right riding practices from an early age – is one part of these efforts. Through partnerships with Minnesota 4-H and the Progressive Agriculture Safety Day® Program we reached more than 200,000 youth with off-road vehicle safety training.

Polaris’ dedication to delivering safe, high quality and innovative products was clearly reflected in the products launched in 2024. Teams across Polaris business units and segments introduced products and offerings such as the Indian Scout, 2025 RANGER lineup, the Klim T1 Freeride Helmet, Hurricane SunDeck 3200 and Bennington Vivid UX Digital Display.

While we design our products to meet the needs of our recreational and utility customers, they also serve a unique role in aiding recovery efforts following significant natural disasters as our off-road vehicles (ORVs) are able to access more remote areas. Following the devastation from Hurricane Helene and Milton, we sent ORVs, Polaris generators and other supplies to several organizations to support communities across North Carolina, South Carolina, Georgia, Florida and Tennessee, including the delivery of five new RANGER XD 1500s to the Salvation Army’s Rescue and Relief Fleet.

We continue to make progress towards our 2035 sustainability goals. Polaris facilities around the globe are focused on using resources more efficiently, such as diverting waste from landfills, activating renewable energy projects, as well as implementing new processes to reduce water and energy consumption. We will continue to look for ways to invest in achieving our goals.

It is no secret that 2024 was a year of uncertainty for our industry. While we expect those headwinds to continue in 2025, we have the right team and plans in place to see us through, and more importantly, help make us stronger for the future.

Mike Speetzen
Chief Executive Officer (CEO)

John Wiehoff
Polaris Chairman of the Board

Polaris At a Glance

Polaris is the global leader in powersports, powering passion and pioneering new possibilities for all those who play, work and THINK OUTSIDE. Discover our diverse brand portfolio on [Polaris.com](#). Please see the [2024 Annual Report](#) for company details and financial information.

Polaris Recognition

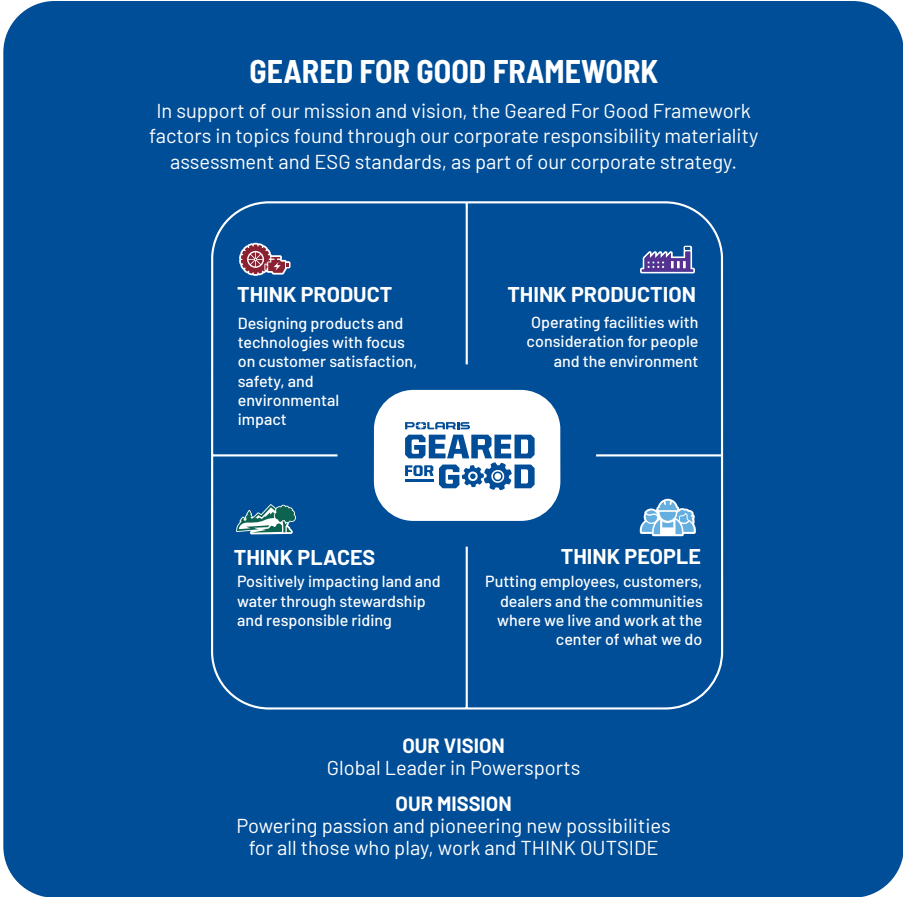
Receiving external recognition is a testament to the great work Team Polaris does in the spirit of being Geared For Good. Throughout the report, recognitions received will be highlighted within the most relevant section. For location-specific awards, visit [Polaris.com](#).



- Polaris named Time's World's Best Companies
- Polaris named Newsweek's World's Most Trustworthy Companies
- Polaris listed on Newsweek's Excellence 1000

Geared For Good 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.



Corporate Responsibility Governance

Our strong governance practices enable us to make strategic decisions that support long-term growth while honoring our commitment to corporate responsibility and sustainability. Our [2025 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.



BOARD STRUCTURE AND COMPOSITION

All members of our Board, excluding the CEO, are independent directors. Currently, the roles of CEO and Chair of the Board are separated, with an independent director serving as Chair. [The Corporate Governance Guidelines](#) outline director selection and qualification processes, director responsibilities, director access to management and independent advisors, succession planning and annual Board evaluations.

The mix of experience, backgrounds and skill sets of the Board complement Polaris’ long-term strategy making it well-positioned to represent stockholder interests. Compensation of the directors is assessed annually and effectiveness is measured by a regular self-evaluation process.

RISK OVERSIGHT AND BOARD COMMITTEES

Our Board is responsible for overseeing the company’s overall approach to risk management and is actively engaged in addressing the company’s most significant risks. The Board’s four Committees are Audit, Compensation, Corporate Governance and Nominating, and Technology and Innovation. Committees are comprised of independent directors who serve as chairs and members. Additional information about each committee, along with committee charters, can be found in the Governance Section – Board of Directors of our Investor Relations website or in our [2025 Proxy Statement](#).

ENTERPRISE RISK MANAGEMENT PROCESS

While the Board and its Committees oversee key risk areas, the company’s management is responsible for identifying and mitigating day-to-day risks, highlighting the top enterprise risks, as well as bringing emerging risks to the Board. Management identifies enterprise risks through the use of an Enterprise Risk Management (ERM) process consisting of periodic risk assessments performed by finance, in partnership with the business units. Internal audit presents the ERM conclusions to the Audit Committee, and when appropriate, the entire Board discusses key risks. The company maintains regular internal risk management meetings, assigns operating risk owners with accountability for specific risk management activities, and promulgates its [Code of Business Conduct and Ethics](#) (approved by the Board). A strong legal department, with an ethics and compliance office, as well as a comprehensive internal and external audit process, helps manage and mitigate risks to the company.

CORPORATE RESPONSIBILITY COMMITTEE

The Polaris Corporate Responsibility Committee (CRC) oversees and executes the company’s Geared For Good strategy. The CRC assesses and advises each strategic business unit and segment on Geared For Good topics and initiatives. CRC members include senior executives from across the company, who provide direction for the company’s sustainability initiatives. Together with the Corporate Governance and Nominating Committee of the Board, the CRC routinely reviews ESG topics and updates the full Board when appropriate. Additional details about leadership and policies related to specific corporate responsibility issues are included in the relevant sections of this report.

POLARIS CORPORATE RESPONSIBILITY GOVERNANCE

CORPORATE RESPONSIBILITY COMMITTEE (CRC)

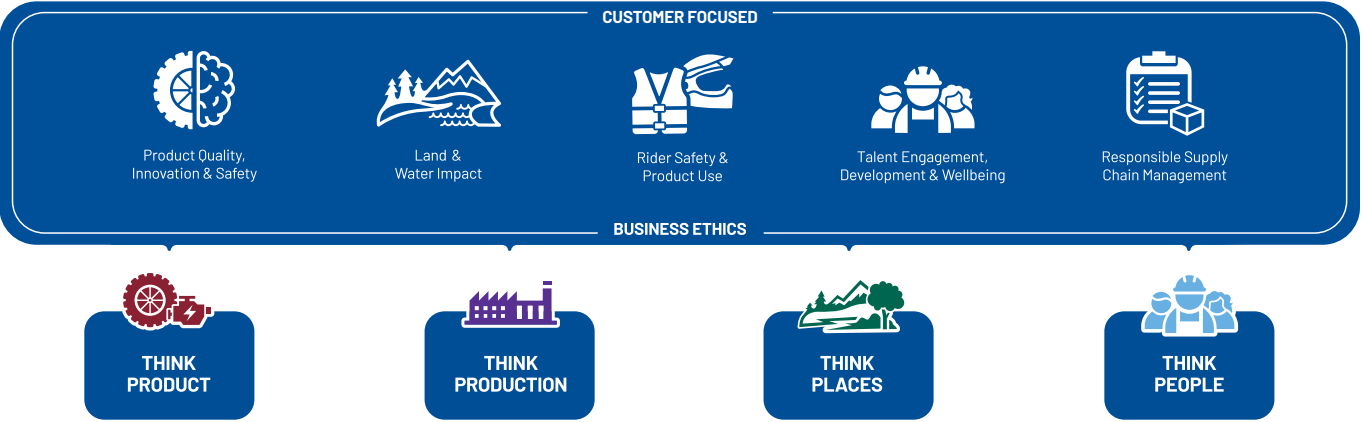
- CEO
- CFO & EVP Finance & Corporate Development
- Chief Customer Growth Officer (CRC Chair)
- Chief Technology Officer & VP Off Road Engineering
- SVP, General Counsel and Corporate Secretary
- SVP & Chief Human Resources Officer
- SVP & Chief Digital & Information Technology Officer
- VP, Quality and Operational Excellence
- VP, Off Road Quality
- VP, Off Road & Polaris Brand Marketing (Secretary)
- VP, Legal & Assistant Secretary & Total Rewards
- VP, EHSS & Facilities
- VP, Investor Relations
- VP, International – EMEA
- VP, Strategic Communications

CRC Chair informs the Corporate Nominating and Governance Committee of the Board

Materiality

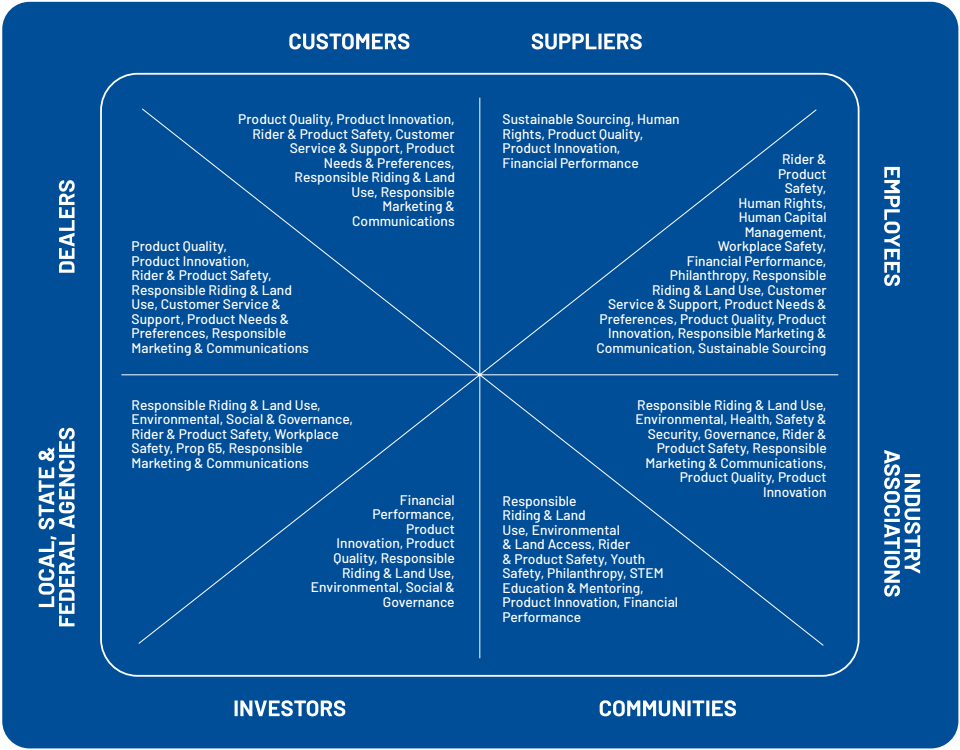
Polaris routinely evaluates which ESG topics are most material to our organization. In a recent assessment, conducted with [Business for Social Responsibility \(BSR\)](#), five material topics were elevated, as shown below. These topics align with our overarching priorities, influence ESG strategy, and filter into the four Geared For Good pillars. Icons throughout the report indicate how we are addressing material topics.

Additionally, Polaris completed a double materiality assessment in 2024. The results of which are being reviewed and refined for future implementation.



STAKEHOLDER ENGAGEMENT

We regularly engage with a variety of stakeholders to drive continuous improvement in line with our Geared For Good Strategy. Whether speaking with dealers through our dealer council, communicating regularly with our suppliers or engaging with consumers at events, the voices of our stakeholders provide valuable insights.



Report Scope

The report covers the company's global operations in fiscal year 2024, ending December 31, 2024, except where noted. In addition to historical information, this report contains forward-looking statements that are inherently subject to risks and uncertainties, including but not limited to statements regarding commitments, goals, programs, estimates, or projections relating to our business plans and objectives, statements regarding our environmental and other sustainability plans and goals, and the assumptions upon which those statements are based. Forward-looking statements are generally identified by words such as "believe," "anticipate," "expect," "estimate" or words of similar import. Actual results may differ materially from those referred to in the forward-looking statements due to a number of important factors, including, but not limited to, our ability to successfully achieve our environmental and other goals and targets within the expected timeframe, if at all, and those factors described in our most recently filed Annual Report on Form 10-K filed with the Securities and Exchange Commission (SEC) and in our subsequent Quarterly Reports on Form 10-Q and other filings we may make with the SEC. These forward-looking statements are based upon current expectations, estimates, and projections and speak only as of the date made. The goals presented in this report are aspirational and are not guarantees or promises that such goals will be met. We cannot guarantee that any forward-looking statement will be realized. Unless otherwise noted, data in this report is not externally verified and may occasionally be restated due to improvements in data collection methodology. Accordingly, such data may be subject to modifications in future reports due to such developing standards, practices and controls, and processes. This report does not cover all information about our business. Inclusion of information in this report, including the use of the term "materiality" or similar terms, should not be construed as a characterization regarding the materiality of such information to our business or financial results or as stating that such information is necessarily material to investors or other stakeholders for purposes of U.S. federal securities laws. Actual results may vary significantly from expectations expressed or implied in the report; undue reliance should not be placed on forward-looking statements. We undertake no obligation to revise or update any forward-looking statement, whether because of new information, future events or otherwise, except as may be required by law.

This report references the Sustainability Accounting Standards Board (SASB) Automobile Industry framework, as well as expanded information from the Industrial Machinery and Goods framework. In addition, we are preparing for future reporting requirements specified in a variety of regulations that have been enacted, or are under consideration, in the locations where we operate.

We welcome engagement on these topics and can be reached at GearedForGood@polaris.com

GOALS AND ASPIRATIONS

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 Off-Road vehicles

Reduction of substances of very high concern in bill of materials

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

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.

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.

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.

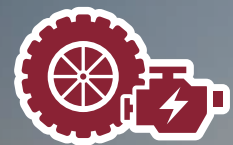
EMPLOYEE SAFETY

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.

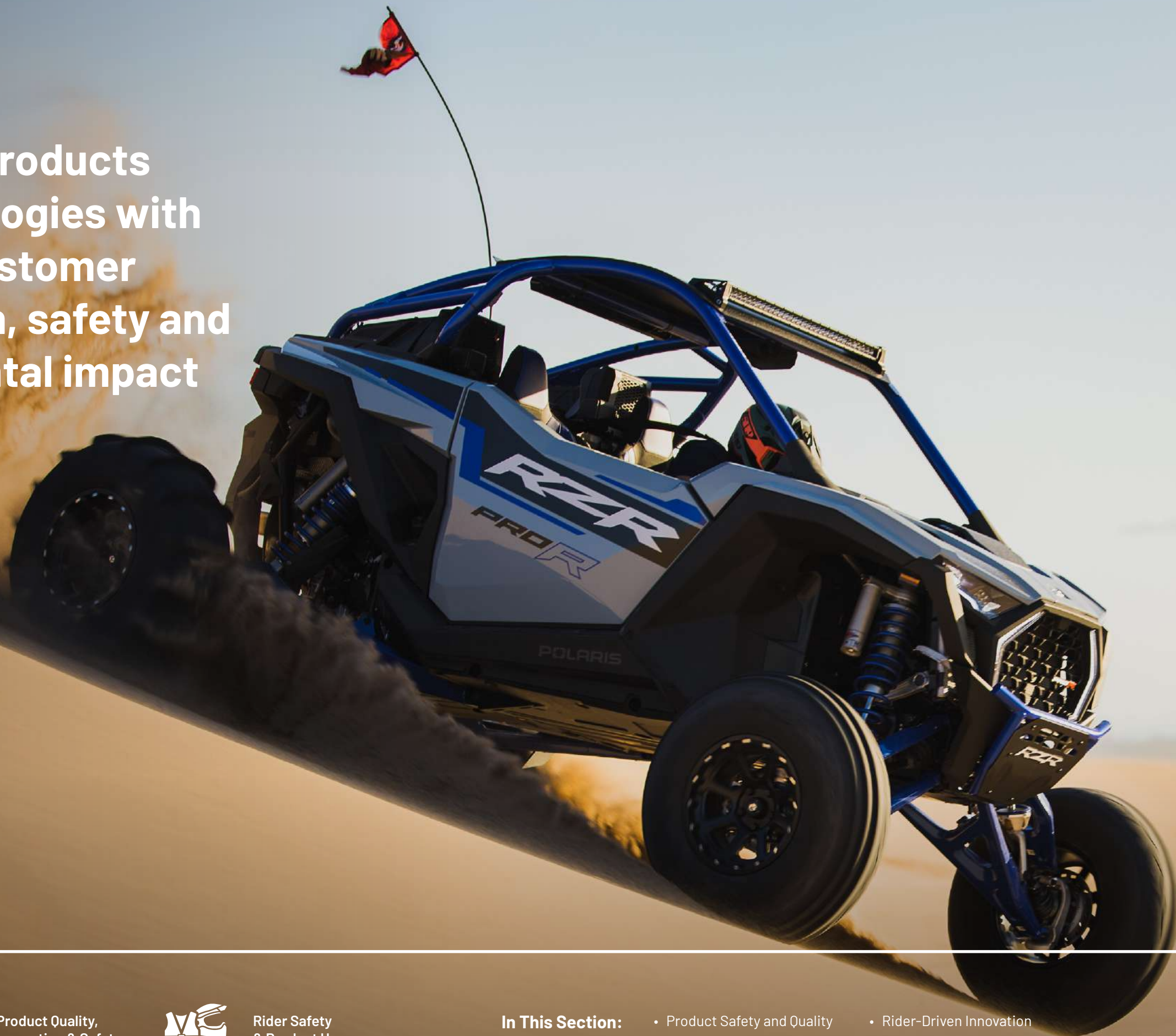
OUR WORKPLACE

We believe a respectful workplace is core to our culture, enabling diversity of thought and innovation.

THINK PRODUCT



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



Material Topics:



Product Quality, Innovation & Safety



Rider Safety & Product Use

In This Section:

- Product Safety and Quality
- Product Sustainability
- Rider-Driven Innovation
- Our Riders



2035 GOALS



Achieve 90% recycleable content in Off-Road vehicles



Reduction of substances of very high concern in Bill of Materials

Product Safety and Quality

At Polaris, rider safety is our priority, and safety and quality are at the core of everything we do. With the intention of making product excellence a competitive advantage, we invest in product safety and quality, from how we design and source materials, to our manufacturing processes and shipment approach. Even after our vehicles have made their way to customers, we leverage our robust post-sales surveillance (PSS) processes that enable us to monitor for and identify potential concerns.

Our Approach

Our customers are at the heart of each decision we make. We are focused on building the best products for our riders, which includes continuing efforts to enhance safety and quality processes, empowering our teams to prevent safety concerns during the development and manufacturing process, as well as addressing them when identified. We work to deliver industry-leading results that go above and beyond customer expectations.

ADVANCING PRODUCT SAFETY

The safety of those who ride our vehicles is a top priority.

Polaris continues to evolve and enhance the safety and quality of our products during design, manufacturing and delivery. We leverage Hazard Analysis and Risk Assessment, Design Failure Mode and Effect Analysis tools, Process Failure Mode and Effect Analysis and Control Plans as standard work in our product development process. These tools ultimately result in improved requirements, traceability and consistency across our portfolios.

As vehicle complexity increases, Polaris is investing to expand its capabilities in functional safety to mitigate the effects of electrical malfunctions.

Using the tools referenced above and with the continued focus of part-level traceability, through use of barcodes or other means, Polaris can often isolate discrete component concerns to affected vehicles, limiting the number of impacted riders.

We monitor feedback in a variety of ways to help us identify any potential safety concerns early. We capture insights about how riders are using our vehicles via online customer inquiries and calls to our Owner Connections team, as well as dealer input, warranty-related information, technical service support and other components of our post-sales surveillance.

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

Additionally, our monitoring process helps determine if a recall is warranted to increase rider safety. Visit the [THINK PEOPLE](#) section to learn more about our rider safety efforts.

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.

QUALITY OPERATING SYSTEM AND I DECIDE QUALITY CULTURE

Through our Polaris Quality Operating System, we monitor processes to identify, improve and prevent concerns. The Polaris Quality Operating System is patterned after globally recognized industry standards ISO9001:2015 and IATF16949:2016 and covers 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 the Quality Operating System provides an overview of how we govern product safety and quality.

QUALITY STAR AWARDS

Employees who go above and beyond to demonstrate their commitment to safety and quality are recognized through our Quality Star Awards program. Awards can be bestowed to employees for numerous reasons – from finding issues on our assembly lines to engineers proactively improving test methods. In 2024, 515 team members were nominated globally.



SAFETY AND QUALITY POST-PURCHASE

Polaris has an established Product Action Policy, which governs signal identification, investigation of potential safety or compliance concerns and escalation for further action, if warranted. The policy defines the cross-functional team, including signatories, to drive accountability.

Through this process, Polaris monitors field performance data to identify potential safety and quality concerns. After vehicles are sold, our Post-Sales Surveillance team uses a variety of technologies to identify potential safety and quality signals and trends.

When we determine a recall is warranted, our motivation is always to protect our riders. Polaris works with the appropriate regulatory agency to notify and facilitate recalls efficiently to provide the best possible experience to impacted owners. When issuing a recall, we proactively communicate with our dealers and riders, including the notification to stop riding or selling affected 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 our riders back out riding again safely as soon as possible.

This approach to monitoring our products, combined with our ongoing investments in engineering, testing, supplier quality and manufacturing processes, is where we are investing to focus on providing our riders with safe, high-quality vehicles.

Our Progress

In the pursuit of keeping riders riding safely, when appropriate, Polaris identifies actions riders may take to address the hazard pending the release of the corrective action.

Polaris made enhancements to our processes, driving further alignment and consistency across our businesses.

We continue the development of product standards both internally and through the industry associations we participate in around the globe.

We established a cross-functional team to address customer quality concerns at the time of identification.


Safety and quality improvement is part of everyday life at Polaris. We will continue in 2025 to drive toward improved product reliability and safety advancements for future products. We also continuously build on our post-sale surveillance integration to identify and resolve concerns before our riders experience them.

Product Sustainability

Our Approach

Polaris is committed to designing and engineering products that meet high performance and quality standards while considering the complete life cycle of the product and its impact on the environment. The biggest opportunities to improve product sustainability often come from changes in the wider value chain surrounding a product. At Polaris, we continue to look for ways to take a holistic approach to product sustainability by examining how products are transported, packaged, handled, used and disposed.

Within our 2035 environmental goals, Polaris established two goals to measure our product sustainability efforts.



**REDUCTION OF
SUBSTANCES OF VERY HIGH
CONCERN IN BILL OF MATERIALS**

GOAL 1:

Reduce Substances of Very High Concern in BOM

Substances of very high concern are chemicals that can have serious effects on human health or the environment. These chemicals may be individual substances or present in articles contained within a complex product. Polaris is committed to reducing substances of very high concern from our product offerings and set a goal to reduce these substances within our bill of materials by 2035.

For example, we are working to understand and develop meaningful action steps to reduce or remove per- and polyfluoroalkyl substances, known as PFAS, from our products. We are working within our supply chain to identify solutions and minimize risk.



**ACHIEVE 90%
RECYCLABLE CONTENT
IN OFF-ROAD VEHICLES**

GOAL 2:

Achieve 90% Recyclable Content in Off-Road Vehicles

We are actively exploring opportunities within the design phase to lessen the potential end-of-life environmental impacts of our vehicles. By 2035, our goal is to develop off-road vehicles where 90% of the content can be safely recyclable at the end of their lifecycle.



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.



POLARIS INNOVATION IN 2024

98

U.S. PATENTS GRANTED TO POLARIS ENGINEERS, AN INCREASE OF 43% COMPARED TO 2023

395

INVENTION DISCLOSURES SUBMITTED FOR U.S. PATENT CONSIDERATION

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.



2024 RESEARCH AND DEVELOPMENT
\$336.9 million

PRODUCT INNOVATION HIGHLIGHTS

For 70 years, Polaris has 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.

Indian Motorcycle Scout

In 2024, the new generation of the iconic Indian Scout was released. To guarantee riders got the Scout of their dreams, our team of experts conducted research with 10,000 riders. Conversations highlighted three distinct rider priorities – brand, technology and approachability. While riders voiced different priorities, they all had one thing in common – the expectation of quality excellence. Through extensive customer research, rider-driven innovation, along with a focus on product safety and quality, the new 2025 Indian Scout lineup honors its history while embracing the technology of today.



“I want a motorcycle that fits me. One that’s easy to ride & comfortable for long rides...it’s got to be stable and safe.”

– Indian Motorcycle Rider

Brand

The Indian Motorcycle brand is one of the best-known and respected in the industry. As the most successful model, the Scout’s legacy has been built through the generations. Riders welcomed style enhancements and customization options but expected the new design to stay true to the Scout legacy. To meet expectations, we introduced over 100 accessories for riders to complement their style and riding habits.

Technology

When the last iteration of Scout was launched 10 years ago, there was no demand for technology. Today, technology isn’t just desired, it is expected. The redesigned Scout boasts industry-leading technology and innovation, including keyless ignition, traction control, ride modes and an ABS braking system that increases braking ability. Select models also feature RIDE COMMAND+, which provides GPS and ride information. In addition to enhancing the overall rider experience, these technological advancements aim to support safe and responsible riding.

Approachability

The number one reason riders flock to the Scout is its size and approachability. The Indian Motorcycle team prioritized features to increase rider comfort, confidence and customization to maintain accessibility. The updated Scout features 32 ergonomic combinations, enabling riders to tailor bikes to fit their height and preferred riding position. More notably, these features help reduce physical fatigue so riders can travel longer and farther.

YouTube Series Inspires Bike Customization

In conjunction with the new Scout release, Indian Motorcycle debuted a YouTube series entitled “[Forged,](#)” which honors the illustrious history of owner customization. Episodes highlight artists including Roland Sands, Brittney Olsen, and Ronna Norén as they share the inspiration behind their customized bikes.

In addition to Indian Scout, we introduced several other innovations to meet customer needs and advance the riding experience and rider safety in 2024. Highlights include:



RANGER

Understanding owners’ desire for increased capability, durability and comfort, the 2025 RANGER was designed with the rider in mind. The new Gen 2 Transmission reduces shift effort by up to 50 percent for a consistent and predictable feel when shifting from park, drive and reverse, and includes an upgraded electric power steering system for better low-speed turn and assisted return to center. The 4,500-lb. winch (on Premium trims), and a restyled front end with a stronger bumper (on XP 1000 and NorthStar models) empowers owners to work smarter, not harder. We also announced the return of the RANGER XP 1000 NorthStar Trail Boss Edition. In 2024, Polaris announced a standard two-year warranty on the [2025 RANGER](#) lineup. In addition to the added peace of mind, other new features, upgrades and trim levels were unveiled based on customer feedback.



Klim T1 Freeride Helmet

The new [Klim T1 Freeride Helmet](#) boasts an aerodynamic design and delivers increased airflow with a polycarbonate, ECE 22.06-certified shell that provides superior protection. The helmet’s 13 intake and exhaust vents, adjustable chin and forehead vents, extra-large eye ports for maximum vision and lightweight shell help to reduce rider fatigue and eliminate unnecessary distractions.



Hurricane SunDeck 3200


Redefining luxury, the [SunDeck 3200](#) features unmatched versatility, comfortability and technology designed to enhance the boating experience. Containing the latest technological advances like the SeaKeeper II stabilization system, which makes maneuvering a breeze and offers lower-maintenance outboard engines, the 3200 is a dream to operate and own. Owners seeking adventure appreciate the vessel’s 250-gallon tank, which allows for multi-day outings without refueling.



Bennington Vivid UX Digital Display

With the introduction of the [Vivid UX Digital Display](#) system, Bennington vessels are smarter and more connected than ever before. The intuitive display centralizes and streamlines owners’ access and interaction with their vessel’s data, which makes navigation easier. The design adds unmatched elegance compared to traditional switches.





PRO XD KINETIC

- Polaris Kinetic listed on Construction Equipment's Top 100 New Products
- Polaris Kinetic earns Green Industry Pros' Editors Choice Award
- Polaris Kinetic listed on Dirt Wheels Magazine's Top Electric UTVs

YOUTH SAFETY TECHNOLOGY

Polaris Off Road proudly produces the largest and most varied youth lineup in the industry, designed to inspire the next generation of riders. The Polaris ORV Youth lineup features Helmet Aware Technology enabling riders to connect to a preferred helmet. This adds another layer of safety as youth rides must be wearing a helmet for the vehicle to be operable. The Youth lineup continues to innovate industry-leading safety features giving parents peace of mind and helping to instill confidence in growing riders, including:

- **PIN code start** – Parents can set a PIN to start the vehicle
- **Adjustable speed limiter** – Parents can adjust the machine’s speed to fit their child’s skill level and comfort
- **Geofence** – Allows parents to set and adjust riding boundaries for youth riders
- **Industry-exclusive safety gear kit** – Vehicles come ready to ride with free online training and safety flag



ELECTRIFICATION

Polaris continues to look for innovative ways to leverage electric powertrain technology to create unique rider experiences.

In 2024, Polaris Commercial introduced the Pro XD Full-Size Kinetic. With minimal maintenance requirements, safety features to meet or exceed jobsite compliance, dependability and flexible charging options, the Pro XD Kinetic is a welcome addition to any worksite. Industry partners have discovered how the vehicle helps boost productivity by reducing downtime, optimizing operations, improving worker safety, and increasing customer ROI.



+835,000

TOTAL TRACKED RIDES

+188,000

RIDERS PARTICIPATED IN GROUP RIDES

+1,235,000

TOTAL TRAIL MILES ON RIDE COMMAND (APPS, WEBSITES, VEHICLE DISPLAYS)

+85,500

TOTAL TRAIL MILES UPDATED



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. The RIDE COMMAND+ platform provides industry-leading features including Group Ride+, Ride Tracking+, vehicle locator, vehicle health and issue diagnostics features.

Data from RIDE COMMAND+ helps Polaris understand and build stronger relationships with our customers in the following ways:

- **Product Development** – The 35 data points captured by RIDE COMMAND+ empower Polaris to make efficient, data-driven product decisions.
- **Warranty Tracking** – Before RIDE COMMAND+ the turnaround time for capturing vehicle data was prolonged. Now data can be relayed as soon as a vehicle is driven off a trailer.
- **Service Capabilities** – The live data allows Polaris to make faster fixes so our customers can focus on safely enjoying our vehicles.
- **Vehicle Location** – Lost and stolen vehicles can be located and recovered, leading to lower insurance rates for owners.

Customer data captured from RIDE COMMAND+ is solely for Polaris use only. Data is used by Polaris to identify and develop platform updates that will benefit our owners.

In 2025, we will continue collaborating with U.S. state agencies, land managers and riding club volunteers to maintain and update trail data, providing only approved and open riding areas on RIDE COMMAND maps, along with exploring new feature expansions.



Our Riders

We work to support our customers throughout their ownership journey by listening to their feedback on 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 insight data into our day-to-day processes and decisions, we can comprehensively learn about our customers – who they are, their needs and wants, preferred communication style and cadence and what they think about Polaris. Our owner communities are also part of our rider-driven approach.

Creating Great Experiences for Our Customers

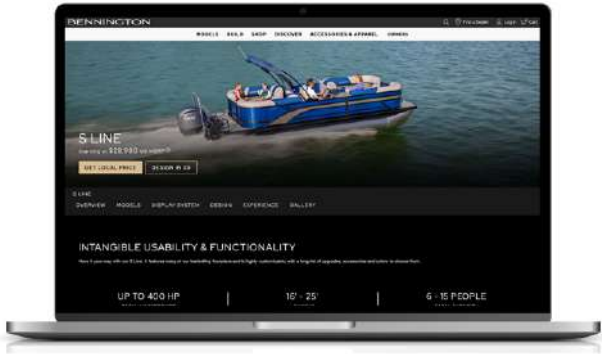
From exploring potential product concepts through market research to refining through in-person focus groups, our approach enables us to monitor and listen after products are in the market and purchased by consumers. Using our customer feedback management software platform, we pull real-time input, identify long-term opportunities for improvement and see a unified view of customers across all touchpoints, then utilize the feedback to improve our processes, products and services.



Polaris.com named
Newsweek's America's
Best Online Shops

BUILDING INTUITIVE ONLINE EXPERIENCES

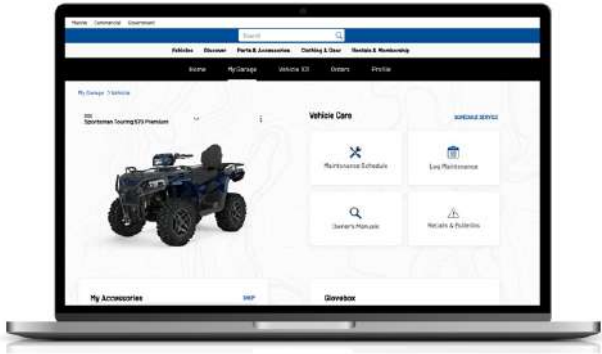
We understand the customer experience begins with the first interaction with the brand, which is commonly done via a visit to the website. With this in mind, we focused on making our online experience more intuitive and enjoyable and help enable a seamless transition to in-person dealer interaction. Thoughtfully redesigned websites for Polaris Off Road, Polaris Adventures and Polaris Marine brands, like Bennington, debuted in 2024. Highlights include:



Bennington Website

When the upgraded Bennington website launched, prospective customers and owners discovered a brand-new comparison and shopping experience. By answering a few questions, the new [Help Me Choose](#) feature helps narrow down pontoon options to those that best fit the customer's lifestyle.

Once prospective buyers have found their ideal match, Bennington offers two ways to customize pontoons. The first option allows shoppers to visualize their customized furniture layout, exterior and interior colors and flooring in a 3D experience. The second option, known as the Build and Price tool, helps create a fully customized pontoon, including the model, length, seating options, flooring, engine, tech and entertainment features so prospective owners can obtain a comprehensive quote and see current dealer availability. The goal of these new tools is to create a smoother and more pleasurable journey from casual website visitor to owner.



My Garage

In addition to reengineering the buyer experience, we released a revamped version of My Garage for owners of Polaris Off Road and On Road vehicles, including Indian Motorcycle. Upon logging in to My Garage, owners now see images of all their vehicles in one location. Alerts for regularly required service and recall announcements are clearly visible next to the vehicle images on the homepage. The rebuilt My Garage experience provides owners with an easier way to manage service requirements while providing Polaris an efficient way to communicate important notices to owners.

Design for Marine customers is in progress. Owners can expect to see an enhanced experience in 2026.

CUSTOMER KNOWLEDGE AND HELP CENTER RESOURCES

Our Help Center contains engaging and informative content, including website articles, do-it-yourself videos and podcasts designed to help owners further understand, maintain and enjoy their vehicles safely.



Polaris Podcast:

With a focus on educating, encouraging and entertaining listeners, the Polaris Podcast publishes one new episode each month.



Polaris Adventures Podcast:

Each episode features a different Polaris Adventures Outfitter. Debuting in 2024, it was ranked in the top 25% of podcasts on Buzzsprout.



Shop Talk Videos:

The YouTube series provides a deeper look into our off-road vehicle technology, helping consumers better understand what they ride. The series celebrated its 50th episode in 2024.



Sled Tech Videos:

The Sled Tech series on YouTube explores the technology and innovation behind the Polaris snowmobile lineup.



DIY Videos:

Maintenance procedures, light repair and accessory installation videos can be found on our product lines' YouTube channels, websites, Help Centers and customer accounts.



Help Center Articles:

Updated daily based on customer feedback, more than 2,000 articles are available covering a wide range of topics



POLARIS XCHANGE

Polaris Xchange is a one-stop online marketplace for customers and dealers. Customers can streamline the search for their first or next powersports vehicle by completing most of the purchase process online before visiting their local dealership.

The platform offers two key features to increase transparency for both parties.

- Condition Report helps dealers evaluate every vehicle listed on Polaris Xchange. Each vehicle has been physically reviewed, assigned a condition score from 0-100 and then shared with dealers.
- Vehicle History Report provides consumers with the industry's first free report, which includes recalls or safety bulletins, owner registration history and any lien, junk or salvage records, on every Polaris used vehicle listed on the marketplace. In 2024, customers pulled more than 8,000 vehicle history reports.



Engaging New & Current Riders with Our Product

We continually seek new ways to connect with our customers and give them more opportunities to THINK OUTSIDE. Through events and experiences designed to welcome new riders and engage with current customers and drive the accessibility of powersports. Such activations enable us to interact with customers and collect real-time feedback. By listening to our customers, we can continue to innovate and deliver new products, features and accessories that fit their needs and wants.



POLARIS ADVENTURES

In 2017, Polaris Adventures was launched to help make powersports more accessible to riders of all types. The ability to rent vehicles introduces new riders to powersports, encourages seasoned riders to try new terrains and vehicles and provides unforgettable memories for all. Through our network of more than 250 independent Outfitters, Polaris Adventures offers worry-free half and full-day options for couples, families, and adventure groups to THINK OUTSIDE in state-of-the-art Polaris vehicles year-round.



CAMP RZR

The annual pilgrimage to the Imperial Sand Dunes of Glamis, California offers riders a one-of-a-kind off-road experience. In 2024, Camp RZR attendees had the opportunity to demo vehicles from the newest RZR lineup. All demos included a safety briefing, required proper gear and were led by trained Polaris staff.

In addition, we offer free service on-site to help keep riders riding for the weekend through a program called Camp RZR Service. Trained Polaris staff and parts are on-site to help reduce downtime caused by simple repairs. Our goal is to facilitate safe and responsible operation of our vehicles.

“Camp RZR is one of the ways we give back to the passionate off-road community that has supported us for so many years. It's a lot more than just the thrill of riding out in the dunes. It's about the power of community, camaraderie and creating lasting memories with our RZR owners.”

– Reid Wilson, President Polaris Off-Road Vehicles



INTERNATIONAL FEMALE RIDE DAY

For the fifth year, Polaris celebrated International Female Ride Day (IFRD), a globally synchronized ride day that celebrates and encourages women riders and their passion for all types of powersports, including motorcycles, off-road vehicles, boats and snowmobiles. As an official partner of the event – held May 4, 2024 – Polaris invited women riders to feel “Fearless and Free” on their vehicle of choice. Powersports enthusiasts from more than 20 countries participated. Highlights from Polaris’ support for IFRD in 2024 include:

- Participation from more than 500 Indian Motorcycle & Polaris Slingshot dealerships, marking the highest international dealership engagement to date – including all of our Canadian Polaris Slingshot & Indian Motorcycle dealers, Latin American Indian Motorcycle dealers, and European Indian Motorcycle dealers.
- More than 300 women joined the Litas x Indian Motorcycle celebration in Las Vegas, hosted by Polaris’ Sin City dealership, for demos & mini FTR races.
- Polaris Slingshot celebrated during Formula 1 Miami Grand Prix. In partnership with Polaris Adventures, eighteen notable influencers rode on Highway A1A during the premiere F1 weekend.
- Polaris partnered with the Garcia Twins, formerly known as the Bella Twins from World Wrestling Entertainment (WWE) & 'Total Divas,' to celebrate IFRD. The pair enjoyed a SXS adventure at Polaris Adventures Outfitter, Happy Trails Adventure Company and shared their experience on the social media channels and through media interviews.



INDIAN MOTORCYCLE NATIONAL CHARITY RIDE

In 2024, Indian Motorcycle riding groups from across the U.S. came together to ride for a cause. Thousands of riders hit the road to raise more than \$114,000 for Folds of Honor, a nonprofit organization dedicated to providing families of fallen or disabled service members and first responders with life-changing educational scholarships. The donations provided over 20 full scholarships for Folds of Honor families.

AMBASSADOR AND RIDERS GROUPS



Indian Motorcycle Riders Groups and Ambassador Program

For over a decade, we have fostered community among motorcyclists through Indian Motorcycle Riders Groups (IMRG) chapters. Amplifying these rider groups are passionate Indian Motorcycle ambassadors from across the U.S. Ambassadors 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 Ambassador Programs provide an opportunity to create community, inspire involvement and receive direct feedback from riders. While hundreds apply each year, only the most passionate riders become ambassadors. Polaris provides ambassadors with unique education opportunities, behind-the-scenes experiences, guidance on event development and support for activations to foster participation in their local communities and enthusiasm for the sport.



Slingshot Rider Groups

Slingshot enthusiasts find community in local riding groups. Along with riding, members also enjoy showcasing their vehicle's unique upgrades and modifications.

POLARIS OWNERS COUNCIL

Now in its seventh 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.

THINK PRODUCTION



Operating facilities with
consideration for people
and the environment

Material Topics:



Land &
Water Impact



Responsible Supply
Chain Management

In This Section:

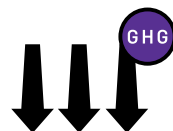
- Environmental Stewardship
- Responsible Supply Chain Management



2035 ENVIRONMENTAL GOALS



75% renewable electricity



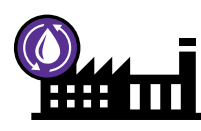
50% reduction in absolute GHG emissions (Scope 1 and Scope 2)



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

In line with our belief in continuous improvement, Polaris works to reduce our environmental impact and create efficiencies across our operations – from suppliers, manufacturing and distribution to our office facilities. We are focused on achieving our 2035 goals, noted above, to help further our environmental sustainability.

Our Approach

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.

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 10-11).

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 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&S Governance Committee, composed of senior-level executives representing all business segments and strategic business units, is responsible for overall EHS governance, reviewing 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.

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. At the local level, our Goupil facility in Aquitaine, France has achieved ISO 14001 certification.

POLARIS ENVIRONMENTAL PRINCIPLES

The following Environmental Principles guide Polaris personnel worldwide on how to conduct their daily business practices. Our dedication reaches further than legal compliance, encompassing the integration of sound environmental practices into our business decisions. 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
- Continually assessing the impact our facilities have on the environment and the communities in which we live and operate with the goal of driving continuous improvement
- Integrating Environmental Management System (EMS) requirements into our programs
- 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.

Climate Strategy

Polaris is committed to continuously working to reduce GHG emissions within our operations. We work to identify climate-related risks and opportunities in our business. 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:

- Designing for energy efficiency in new or updated processes and facilities
- Operating our facilities and equipment in increasingly efficient ways
- Facilitating the use of advanced energy monitoring and control solutions
- Evaluating and incorporating alternative energy sources, innovative technologies, and best practices for energy use and GHG emission reductions
- 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 through the Department of Energy 50001 Ready Program

2. Replacing carbon-intensive processes and energy sources with low-carbon alternatives:

- Evaluating and incorporating alternative energy sources, innovative technologies and best practices for energy use and GHG emission reductions
- Purchasing or producing zero-carbon electricity

3. Offsetting emissions and energy sources that could not be reduced or replaced by purchasing renewable energy attributes



Our electricity portfolio is comprised of onsite solar installations, a 22 MW virtual power purchase agreement (VPPA) for renewable electricity from Enel North America, and the purchase of energy attribute certificates. Details about our approach and progress in each are described below.

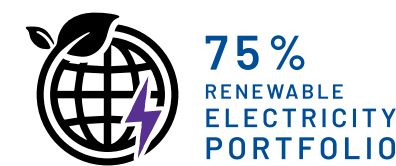
ONSITE RENEWABLE POWER GENERATION

We look to invest in onsite renewable electricity generation and prioritize projects located as close to the point of consumption as possible. As we continue to explore opportunities to implement renewable power generation globally, we are encouraged by our progress so far. In 2024, Polaris had five onsite solar projects that generated 1,868 megawatt-hours (MWh) of renewable electricity.

FACILITY	ENERGY OFFSET (MWH)	CO2E IMPACT (METRIC TONS)
Wilmington, Ohio, U.S. solar array	358	149
Aquitaine, France solar array (Goupil facility)	1402	90
Aix-Les Bains, France solar array (Aixam facility)	269	17
Shanghai, China solar array	216	128
Opole, Poland	322	204

Environmental Stewardship Goals

Polaris is working to achieve our 2035 environmental stewardship goals,* which were established in 2023. The goals embody a broad strategy developed to address some of the most relevant environmental stewardship aspects that are meaningful to our business and the communities where we operate, including GHG emission reductions, renewable electricity usage, waste management and water stewardship.



RENEWABLE ELECTRICITY

Polaris is committed to purchasing or producing a portfolio made up of 75% renewable electricity by 2035. In 2024, we achieved 46%.

RENEWABLE ELECTRICITY RESULTS			
	2022	2023	2024
Electricity Portfolio from Renewable Sources	90,001 MWh	86,737 MWh	82,030 MWh

VIRTUAL POWER PURCHASE AGREEMENTS

Where permitted by local regulatory frameworks, we are exploring opportunities to supplement our renewable electricity portfolio with power purchase agreements (PPAs), including physical PPAs in proximity to our sites and virtual power purchase agreements (VPPAs) that allow for added flexibility and impact. In 2024, our VPPA in Kerens, Texas came online.

PROJECT	2024 ENERGY OFFSET /MWH	2024 (CO2e)
Texas VPPA	44,740	15,713

ENERGY ATTRIBUTE CERTIFICATES

We purchase high-quality energy attribute certificates (EACs), used to track renewable energy consumption to supplement our activities when needed. Each EAC represents proof that 1 MWh of renewable energy has been produced and added to the grid.

Global EAC standards for renewable claims are primarily Guarantees of Origin in Europe, RECs in North America and International RECs (I-RECs) in several countries in Asia, Africa, the Middle East and Latin America. EACs are compliant with the Greenhouse Gas Protocol and are recognized tools for companies to report reduced greenhouse gas emissions. In 2024, Polaris purchased the following certificates:

RENEWABLE ENERGY ATTRIBUTE TYPE	RECS PURCHASED (MWH)	CO2E IMPACT (METRIC TON)	BUSINESS ENTITY	PROJECT NAME	PROJECT ID#
Mexican I-REC	19,000	6,998	STX Commodities LLC	Geotérmica para el Desarrollo	0000-0219-5317-6161.000000 to 0000-0219-5319-5160.999999
Vietnam I-REC	1,000	511	STX Commodities LLC	Xuan Thien Thuan Bac Phase 1	0000-0218-0148-3149
Tennessee Valley Authority Green E-REC	10,000	4,258	Tennessee Valley Authority	California Ridge (Fithian, Illinois) White Oak (Carlock, Illinois) Cimarron (Cimarron, Kansas)	N/A
Tradable REC	4,723	1,691	Basin Electric Power Cooperative	Garvin Waste Heat Recovery Project	551-MN-01-2023-9B566940-1 to 1731 551-MN-02-2023-0ECAFC19-1838 to 2856 551-MN-02-2023-0ECAFC19-1 to 1837 551-MN-03-2023-80A4EEE8-2830 to 2965

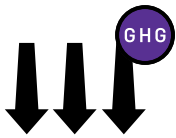
REC CO2e Impacts Calculated with Market-Based Factors where available.

In compliance with California Assembly Bill 1305, this table provides transparency regarding our purchase of Renewable Energy Credits. All REC purchases utilized Avoided Emissions to achieve the stated reduction. Emission reduction estimates were calculated using 2024 EPA published factors for US projects and IEA factors for Vietnam and Mexico and projects. The Carbon Trust audited these calculations to ensure validity.

U.S. DEPARTMENT OF ENERGY (DOE) RECOGNITION

As part of our overall mitigation strategy to reduce GHG emissions from our operations, we participate in local, regional, and national forums to understand and adopt best practices in energy management. In 2024, seven U.S.-based Polaris locations recertified for the 50001 Ready program, which recognizes facilities and organizations that attest to employing an ISO 50001-based energy management system. We utilize the program’s tools and guidance to identify opportunities and implement energy management systems that help lower energy use, cost and emissions.

Polaris Facilities Recognized for Completing U.S. DOE 50001 Ready Program	Year Achieved
Huntsville, Alabama	2018
Vermillion, South Dakota	2022
Monticello, Minnesota	2023
Roseau, Minnesota	2023
Wyoming, Minnesota	2023
Osceola, Wisconsin	2023
Spirit Lake, Iowa	2023



50% REDUCTION IN ABSOLUTE GHG EMISSIONS SCOPE 1 & 2

GREENHOUSE GAS EMISSIONS (GHG)

Scope 1 and 2 GHG emissions from our direct operations derive primarily from energy use at our manufacturing facilities and major corporate offices. Over a five-year period (2017-2022) we reduced our Scope 1 and market-based Scope 2 absolute GHG emissions from our largest emitting facilities by 5%. We have set a new goal to achieve a 50% reduction in our Scope 1 and 2 GHG emissions by 2035.

COMPANY TOTAL ENERGY USE (GJ)

	2022	2023	2024
Natural Gas	1,048,900 (Scope 1)	887,263 (Scope 1)	695,732 (Scope 1)
Electricity	681,854 (Scope 2)	716,041 (Scope 2)	627,511 (Scope 2)
Fuels	145,296 (Scope 1)	108,135 (Scope 1)	146,442 (Scope 1)*
Total	1,876,050	1,711,439	1,469,685
Energy GJ / Sales \$	0.02	0.02	0.02
Scope 1 and Scope 2 Energy Use (% of Total)			
Natural Gas (Scope 1)	56%	52%	47%
Purchased Electricity (Scope 2)	36%	42%	43%
Fuel (Scope 1)	8%	6%	10%

*Start-up activities at new Monterrey Mexico facilities increased fuel consumption in 2024.



GREENHOUSE GASES UPDATE TOTAL COMPANY 2022-2024

COMPANY TOTAL* GHG EMISSIONS (METRIC TONS CO2 ^e)			
	2022	2023	2024
Total GHG Emissions (Scope 1 & 2)	133,606	137,471	121,274
Scope 1	56,558	53,742	49,513
Scope 2	77,048	83,730	71,761
*Excludes immaterial leased facilities under 20,000 sq ft. Scope 1 and Scope 2 data certified by third-party limited assurance audit.			
GHG IMPROVEMENT	2022	2023	2024
CO2 e-ton Reduction	1,105	1,258	1,843
CO2 e-ton REC impact	37,663	39,811	13,456
VPPA			15,713
Total Reduction	38,768	41,069	31,012
Scope 1 and Scope 2 data certified by Carbon Trust limited assurance audit.			

GHG REDUCTION PROJECTS

In 2024, Polaris completed 13 energy savings projects reducing GHG emissions across our facilities by more than 1,843 tons of CO₂^e¹. Our sites continued to focus on reducing leaks from compressed air systems, upgrading lighting to the newest LED technology and making process improvements to reduce energy usage. Project highlights in 2024 include:

Roseau, Minnesota Paint System

In 2024, the Roseau facility implemented a new liquid paint system that reduces its natural gas usage. As part of the upgrade, recirculating air make up units (AMUs) were installed to replace the previous AMUs, which were 100% exhausted to the atmosphere.

As a result, the facility's natural gas usage decreased by 83,026 therms of natural gas and avoided 452 metric tonnes of CO₂_e emissions.

Efficient Air Compressor System in Monticello, Minnesota

Our facility in Monticello made significant upgrades to their compressed air system. Three air compressors, which were nearing the end of their life cycles, were replaced with two new variable speed air compressors and a control system.

These improvements provide a more consistent and efficient supply of compressed air. As a result, the facility saved 582,408 kWh of electricity and reduced CO₂_e emissions by 182 metric tonnes.

Site level energy reduction claims and the resulting GHG reductions are validated using a third-party consulting firm.

¹These savings calculations were verified by Brailsford & Dunleavy Inc

Next Steps

In 2025, we will continue to focus on driving energy efficiency through additional solar and lighting projects.



90%
WASTE
DIVERTED
FROM LANDFILL

WASTE MINIMIZATION

Polaris is committed to diverting 90% of our waste from landfill by 2035 using a comprehensive waste management approach. Our waste management standard requires our facilities to comply with applicable government generation, management and disposal regulations and Polaris standards. To minimize our environmental footprint, we look for opportunities to avoid the use of hazardous materials, to reuse or recycle materials, and to prevent the generation of waste.

In cases where prevention, reuse and recycling are impractical, we apply controls and treatment technologies to prevent human health impacts and minimize environmental impacts. We use only approved waste disposal facilities, as approved facilities have demonstrated they have the systems, technologies and practices to manage waste responsibly and comply 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 generated 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			
TYPE OF WASTE	2022	2023	2024
Hazardous waste (tons)	1,553	1,337	1,284
Non-hazardous waste (tons)	11,047	8,464	10,613
Recycled (tons)	34,321	36,233	41,852
Recycling (%)	73%	79%	78%
Landfill Diversion (%)	76%	82%	80%
Start-up activities at new Monterrey Mexico facilities resulted in significant increases in non-hazardous waste disposal in 2024.			

2024 FACILITY WASTE-REDUCTION SUCCESSES

Wyoming, Minnesota Achieves 90% Waste Reduction

The Wyoming, Minnesota facility increased its landfill diversion rate from 59% in 2023 to reach our goal of 90% waste reduction in 2024. The EHS and Sourcing teams collaborated with local vendors to pursue opportunities and agreements to eliminate waste from landfills and increase recycling. As a result of working with the local Waste-to-Energy Incinerator, 150 tons of waste will be diverted from landfills annually.

Premier Reduced Waste Through Recycling

Our Premier facility in Ohio took on several quality improvement projects in 2024, which increased their landfill diversion rate. Significant changes were made to the cooler wall fill process. Introducing an expanding insulating foam increased the number of units passing final inspections. Additionally, implementing a new resin dispensing system reduced the number of color defects in molded parts. As a result, these projects reduced the materials sent to landfills by 78.48 tons.

ELECTRONIC WASTE

Rapid technological advancement has evolved our communication abilities and increased productivity rates, but it has also resulted in a dramatic increase in electronic goods discarded into our waste stream. These devices are safe for use in everyday business but can release heavy metals and other chemicals in certain environmental conditions when discarded. Polaris is committed to following recognized industry standards and properly recycling electronic waste to help prevent environmental impacts and promote responsible stewardship.

“With the support of leadership and environmental initiatives, we will continue to identify opportunities in all aspects of environmental stewardship, including waste minimization, greenhouse gas and energy reduction and pollution prevention.”

– Corey C., Wyoming EHS Specialist



100% OF MANUFACTURING FACILITIES WILL IMPLEMENT A WATER STEWARDSHIP PROGRAM

WATER

Water is an essential resource, and Polaris is committed to utilizing it responsibly. Water quality and availability are local issues that require a localized approach; therefore, we manage our operational water footprint through site-specific water stewardship plans. We have committed to implementing site-specific water stewardship plans at 100% of our manufacturing facilities by 2035.

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

- Complying with local and national standards for wastewater discharge
- Understanding and controlling our operational water footprint
- Encouraging our employees to be water stewards

WATER CONSERVATION RESULTS

2022	2023	2024
119 million gallons	117 million gallons	117 million gallons



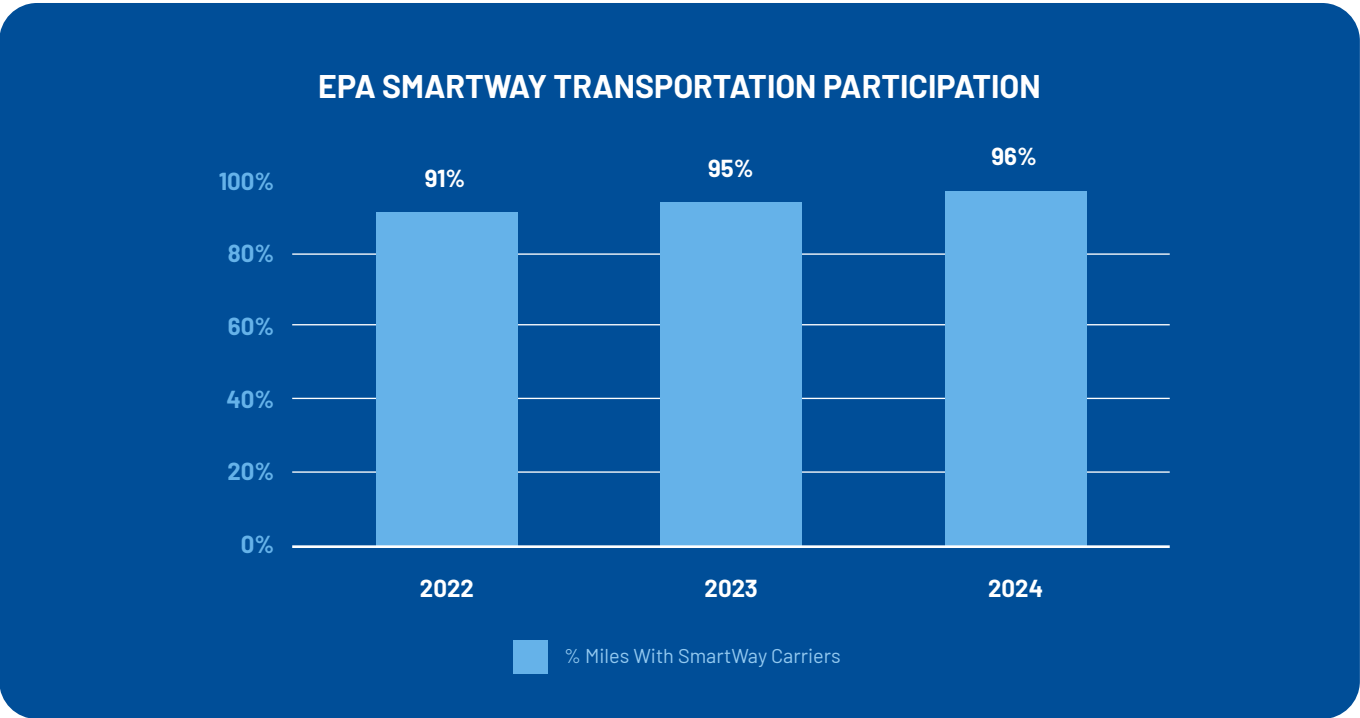
PARTICIPATE IN EPA'S SMARTWAY TRANSPORTATION PARTNERSHIP



TRANSPORTATION OF MATERIALS

Our teams are continuously looking for ways to improve the fuel economy and reduce the GHG emissions associated with the vehicles used to transport our materials and finished goods. To address these challenges, Polaris is partnering with the U.S. Environmental Protection Agency (EPA) through participation in the voluntary public-private SmartWay program. Polaris has seen success with this program, with 100% of our contracted truckload carriers being obligated to be SmartWay carriers. Participation in SmartWay has helped Polaris identify carriers and lanes with opportunities to improve CO₂ scores, backhaul, equipment improvements and other efficiencies.

Polaris has steadily increased the percentage of miles driven with SmartWay carriers, as shown in the graph below.



AIR

Polaris actively deploys control strategies to improve and manage the emissions from its emission-generating operations. Our pollution prevention approach includes investigating the use of lower volatile organic compound (VOC) emitting raw materials or fuels, installing pollution control technologies and driving efficiency improvements in our existing processes.

AIR POLLUTANT EMISSIONS RESULTS

	2022	2023	2024
Total Volatile Organic Compounds (VOCs) Emitted (Tons)	849	568	473
Total Sulfur Oxides (SO2) Emitted (Tons)	2.2	2.3	10.4
Total Nitrogen Oxides (NOx) Emitted (Tons)	70.6	72.6	211

Start-up activities at new Monterrey Mexico facilities resulted in significant increases in SO2 and NOx emissions in 2024.



Environmental Compliance

The principles of our EHS policy are applied through internal guidelines and standard operating procedures. We are committed to ethical business practices and governance standards. Polaris regularly reports environmental performance to key stakeholder groups as required by federal, state and local laws.

ENVIRONMENTAL COMPLIANCE PERFORMANCE

	2022	2023	2024
Inspections	12	10	10
Spills	0	0	2
Notices of Violation	1	1	0
Fines / Penalties	Marine Air Violation: \$9,400	Roseau Air Permitting Violation: \$6,500	\$0.00



Responsible Supply Chain Management

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 environment, anti-bribery, anti-corruption and more.



Our Progress

We remain focused on maintaining our rigorous supply chain management processes. In 2024, we implemented an updated supplier relationship management tool, JAGGAER. The platform centralizes supplier onboarding, supplier profile management, supplier risk management, sourcing event management and contract lifecycle management for much of our business.

In addition to our enhanced capabilities, the JAGGAER platform gives us access to new tools that enable strategic sourcing processes and provide increased compliance, transparency, and reduced operational costs. For further compliance topics, see the Ethics & Compliance content in the [THINK PEOPLE](#) section and our policies in the [Appendix](#).

SUPPLIER ONBOARDING PROCESS

When bringing on a new supplier, Polaris facilitates a review of key metrics including manufacturing processes and finances during the onboarding process to check for potential issues at the start of the relationship.

SUPPLIER SURVEYS

In partnership with Assent, Polaris conducts surveys with our supply base to collect data on their understanding of and compliance with ESG measures and protocols. The survey reviews 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

In 2025, we will focus on making data-driven decisions to elevate our sourcing organization to a world-class standard.



Positively impacting land and water through stewardship and responsible riding

Material Topics:



Land &
Water Impact



Rider Safety
& Product Use

In This Section:

- Responsible Riding
- Stewardship



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.

Our Approach

Protecting Where We Ride: THINK OUTSIDE is not just a tagline; it is a direct reflection of how much we prioritize being good stewards of the environment. Our goal is to help protect the places where people operate our vehicles so future generations can continue to enjoy powersports. Along with rider education, we partner with global organizations that share our mission to protect land and water through environmental stewardship and conservation initiatives. We concentrate our efforts in the following areas:

- **Responsible Riding** – Promoting safe, responsible riding practices across the powersports community
- **Stewardship** – Advancing initiatives that help care for the outdoor places where people use our products



Polaris named Newsweek's America's Most Responsible Companies



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



GEAR UP



KNOW YOUR TERRAIN



CHECK YOUR FUEL



PACK OUT WHAT YOU PACK IN



RIDE TO YOUR LEVEL

MARINE



SHARE THE WATER



TAKE A CLASS



AVOID SENSITIVE AREAS



WATCH THE WEATHER



STAY ALERT & SOBER

ON ROAD



OBEY THE RULES



PRE-FLIGHT YOUR TRIP



WATCH THE ROAD



RESPECT THE RIGHTS OF OTHERS



CHECK YOUR RIDE

OFF ROAD



RIDE WHERE YOU SHOULD



GEAR UP FOR A SAFE RIDE



MAKE SURE ORVs ARE AGE APPROPRIATE



NEVER MIX ORVs & ALCOHOL



KEEP NOISE & DUST DOWN



Responsible Riding

Our Progress

Polaris continues to encourage those who ride our vehicles to do so safely and in a manner that minimizes environmental impact. We provide a wide range of safety resources on [Polaris.com](#), including best practices for trail maintenance and riding etiquette, along with educational videos, online tutorials, and stewardship events.

Local riding clubs – which are primarily volunteers – help keep trails in good condition through events that bring communities together to clean and help maintain local trail systems. Polaris helps support their efforts via our TRAILS GRANTS program, learn more on page 54.

SUPPORTING MAINE TRAILS BOND

In November 2024, Maine voters passed a [\\$30M Trails Bond](#) to repair trails damaged by unprecedented storms and overuse and build new trails statewide. The bill was the first of its kind in Maine. To help drive voter education and turnout, our Government Relations team supported a digital ad campaign with the [Partnership for Maine Trails](#), a coalition of outdoor businesses, ATV and snowmobile clubs, and land conservation organizations.

“Trail users of all types, from snowmobilers to hikers, play a major role in Maine’s economy and drive tourists to our region. Yet, we lack the funding to maintain existing trails and build new ones. The Trails Bond provides a tremendous opportunity for the people, communities and businesses of Maine.”

– Pete Didisheim, Advocacy Director at the Natural Resources Council of Maine.

CLEANING UP THE DUNES AT CAMP RZR

Polaris regularly partners with [The Clean Dune Project](#), a nonprofit organization dedicated to maintaining riding areas and helping to safeguard future use for all. To keep the Camp RZR riding areas clean, Polaris and The Clean Dune Project distributed over 4,000 reusable trash bags to Camp RZR attendees and encouraged them to help clean the dunes. For every full bag of garbage attendees returned, they received an entry for a Polaris gift card giveaway.

Stewardship

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.

Our Approach

Polaris recognizes that our success is dependent on people having access to ride and enjoy our products across terrains. As a result, we prioritize enacting best [production practices](#) and philanthropic giving.

Throughout the year, the Polaris Foundation helps fund initiatives that benefit the environment. In addition to Polaris Foundation giving, our business segments, employees and dealers support initiatives for their stakeholders and communities.

Our Progress

In 2024, we collaborated with multiple partners to continue conserving natural habitats and resources globally.

POLARIS FUND FOR OUTDOOR RECREATION GRANTS

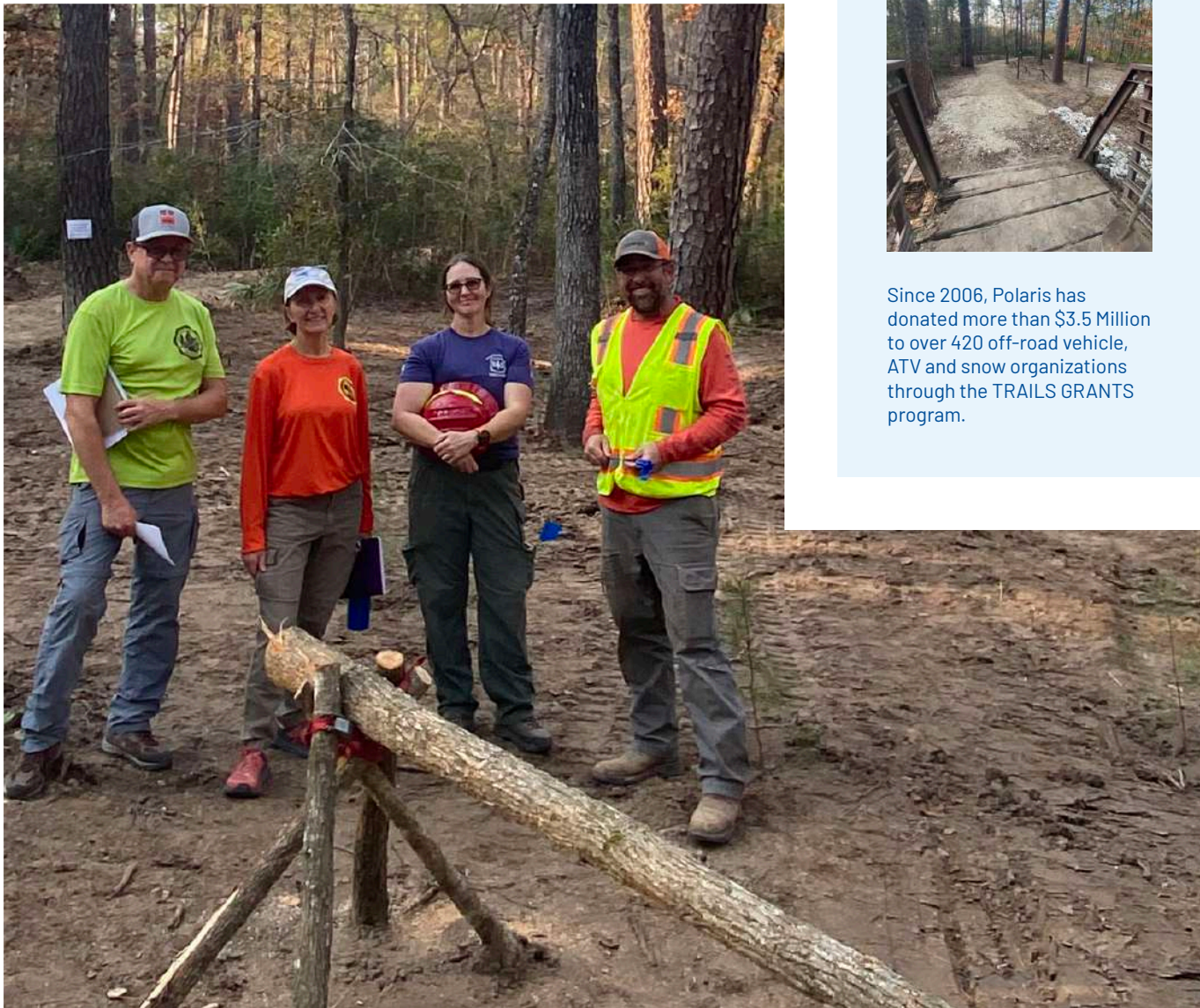
Our Approach

In 2021, [The Polaris Foundation](#) announced a partnership with the [National Forest Foundation \(NFF\)](#), donating \$5 million over five years to create the Polaris Fund for Outdoor Recreation. The Fund awards grants to support trail restoration, protect watersheds and improve wildlife habitats, aimed at creating a greater outdoor experience for all.

Our Progress

In 2024, the Polaris Fund for Outdoor Recreation supported projects in two U.S. National Forest locations, including:

- **Sam Houston National Forest in Texas** – Supporting trail contouring, addressing drainage problems, and installing 600-700 linear feet of trail turnpike on the multi-use trail in Kelly’s Pond.
- **Tonto National Park in Arizona** – Helping to provide educational resources promoting responsible riding at strategic access points and decommissioned unauthorized trails.



TRAILS GRANTS SURPASS \$3.5 MILLION

Our semi-annual [TRAILS GRANTS](#) program supports off-road and snow non-profit organizations across the United States and Canada to support trail stewardship and rider education. In 2024, we donated more than \$220,000 to 24 organizations. Learn more about this year’s TRAILS GRANTS recipients from [April](#) and [November](#) 2024.



Since 2006, Polaris has donated more than \$3.5 Million to over 420 off-road vehicle, ATV and snow organizations through the TRAILS GRANTS program.

EMPLOYEE IMPACT

Polaris encourages employees to find meaningful ways to help protect natural resources and make a difference – for the planet and the company. Here are just two examples of how Polaris employees made an impact in 2024:



Street Clean-up: Vietnam

Northstar Precision and Polaris Vietnam organized a street cleanup initiative to promote environmental responsibility. The Fall 2024 event made a significant impact thanks to 130 volunteers who collected over 200 kilograms of waste across a three-kilometer stretch.



Flood Clean-up: Opole

In 2024, Poland experienced devastating floods, leaving dangerous conditions throughout the Opole region. Along with donating 20 vehicles, Polaris employees rallied to assist with clean-up efforts.

ONGOING ENVIRONMENTAL PARTNERSHIPS

Polaris champions an array of organizations focused on protecting and preserving access to natural spaces. Through funding and vehicle donations in 2024, Polaris supported conservation work led by the following partners:

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.

Pheasants Forever

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

Delta Waterfowl

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

National Marine Manufacturers Association

Working to strengthen and grow the recreational boating industry and provide access to safe bodies of water.

Waterfowl for Warriors

Supporting organized hunting excursions for current and former service members and first responders.

Rocky Mountain Elk Foundation

Conserving elk, and other wildlife, their habitat and the tradition of hunting.

Next Steps

In 2025, our focus on being good stewards of the outdoors will continue to be guided by our Geared For Good framework. We will remain dedicated to our NFF partnership by selecting new projects to fund through the Polaris Fund for Outdoor Recreation, along with supporting trail stewardship and rider education via TRAILS GRANTS. Polaris will continue to review land and water conservation opportunities that align with our THINK PLACES principles.

THINK PEOPLE



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



Material Topics:



Rider Safety
& Product Use



Talent Engagement
Development & Wellbeing

In This Section:

- Rider Safety
- Ethics and Compliance

- Our Employees
- Our Communities

- Our Dealers and Outfitters



Rider Safety

As new and experienced riders embrace opportunities to THINK OUTSIDE, rider safety is a top priority for Polaris. We concentrate on promoting proper vehicle operation and rider safety through education, safe riding experiences, dealer information, marketing/communication campaigns, technology, and more.

Employee Rider Safety

Our Approach

Riding is an important part of Polaris’ culture. To help understand the riding experience, we provide employees with opportunities to experience Polaris products and encourage them to seek ways to THINK OUTSIDE. We provide employees with tools and education to learn responsible riding practices. Our program is comprised of four pillars: risk reduction; comprehensive training; policy compliance; and a Safety Always ride culture.

Our Progress

In 2024, we expanded our SxS training requirements for employees. New U.S. and international training sites were activated. In addition, more than 40 new employees joined the certified trainer taskforce, bringing the total number to 120 company-wide. The year marked a major milestone for employee rider safety with more than 2,000 employees completing the training. Additional trainings were introduced to drive awareness and help employees master the fundamentals of riding or advance their existing skills. Highlights are included within this section.

ARRIVAL RIDER SAFETY AND WAIVER PORTAL

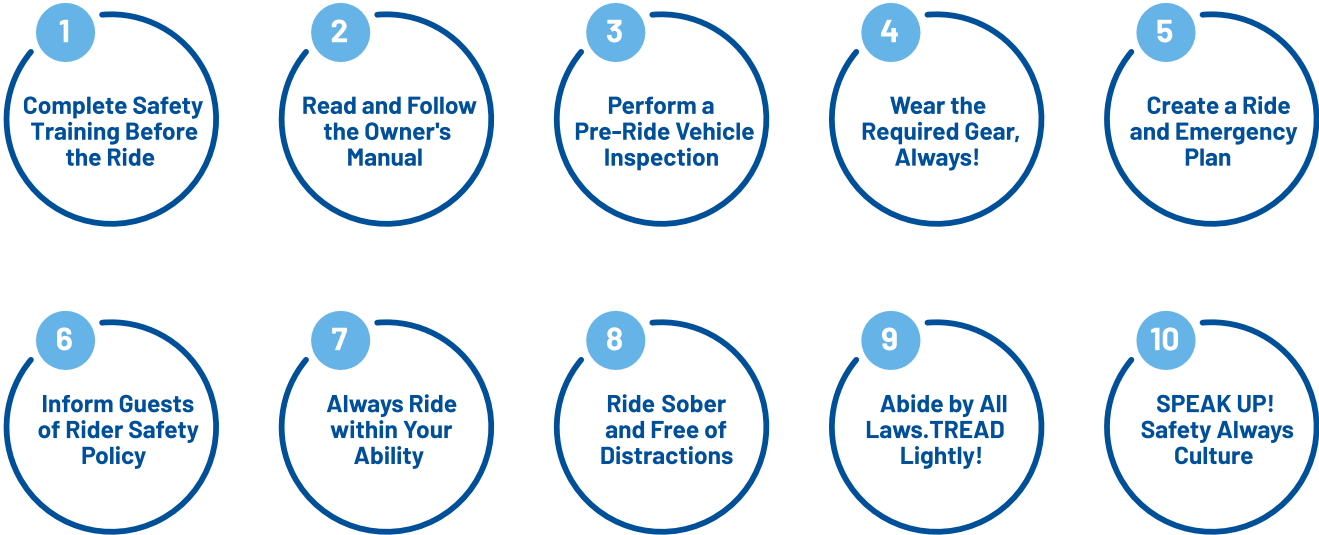
Using our ARRIVAL Employee and Guest Rider Safety portal, employees save their rider safety-related documentation — safety training certificates, endorsements and insurance information — in a secure, reliable central location. In 2024, close to 5,620 documents were uploaded to the portal, an increase of 26% from 2023.

EMPLOYEE TRAINING

We provide a variety of safety trainings to employees, either directly or through approved partners aligned with our Rider Safety Policy. In 2024, we:

- Continued our internal Rider Safety Awareness Campaign to encourage employees to learn, adopt and share responsible riding practices called the Golden Rules of Rider Safety. Themes, such as “The Group Ride Adventure” and “The Pitfalls of Riding,” introduced concepts like driver error, riding outside of your capabilities, and the consequences of not planning or preparing effectively.
- Developed and executed an internal campaign for Motorsports Awareness Month in August that emphasized the importance of wearing helmets for a safe ride.
- Provided youth safety off-road and snow training for children of employees.

GOLDEN RULES OF RIDER SAFETY



POLARIS GROUP RIDING BEST PRACTICES

We provide easily accessible resources for employees to plan rides, conduct safety talks and educate participants on safe and responsible riding practices centered around Polaris’ Rider Safety Policy. We partner with industry experts to develop rider safety content, visit [Polaris.com](#) for more information.

Next Steps

Rider safety will continue to be a top priority. New employee initiatives are in the works, including introducing a new pilot course tailored to those who ride for work. In addition, we will launch a “Safety Talk & Walk” video, to demonstrate how to effectively execute a pre-ride safety discussion with ride participants and verify the safety provisions for all people and assets are in place.

Along with continuing to strive to meet our goal of zero harm, we will be advancing to the next phase of the incident reporting improvement plan. The data will empower us to create targeted and strategic training.

Customer Rider Safety

At Polaris, we care deeply about the safety of our customers. We are committed to providing our riders with safe, quality products (see the [THINK PRODUCT](#) section for details) and encourage and promote safe riding practices so that riders may 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 2024, we continued to offer a variety of resources and information on safe and responsible riding practices, including:

- Safety content on [Polaris.com](#) - Online videos continue to feature safe and responsible riding fundamentals for a variety of scenarios and terrains, like trailering and avalanche safety.
- [Trail Talk](#) - The YouTube series, featured on the Polaris Off Road channel, helps new owners learn responsible riding and vehicle maintenance best practices.
- Safety and maintenance training courses - We offer courses to give our government and defense customers the tools they need to maintain and operate their vehicles safely.
- Safety awareness campaign - In August, we launched ‘[Helmet Hair Don’t Care](#),’ a social media campaign commemorating National Motorsports Awareness Month. The popular campaign stressed the importance of helmets for safe riding. Topics included fit guidelines, maintenance tips and how to choose a helmet based on terrain.



YOUTH SAFETY

Our Approach

We are proud to offer the industry’s largest lineup of youth vehicles and believe, as leaders, we have the 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, and we provide education on the correct gear and riding practices. We also 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 community events.

Our Progress

In 2024, the Polaris Foundation supported the Minnesota 4-H and the Progressive Agriculture Foundation to help advance safe and responsible riding practices among young riders.

YOUTH SAFETY PARTNERSHIPS

Polaris champions an array of organizations focused on protecting and preserving access to natural spaces. Through funding and vehicle donations in 2024, Polaris supported conservation work led by the following partners:

Minnesota 4-H

Polaris proudly partners with Minnesota 4-H to help advance youth safety and leadership by supporting 4-H’s youth ATV safety education programs. Polaris donations in 2024 allowed Minnesota 4-H to increase efforts to educate youth and adult volunteers about outdoor safety and responsibility. Our ATV safety messages have been shared with thousands of youth via Minnesota Department of Natural Resources certification courses, safety days, and state, county and local fairs.

2024 Impact:

- 41,000 young people in MN exposed to 4-H’s outdoor safety messaging
- Approximately 1,000 youth participated in the ATV Safety Program
- Conducted more than 55 Youth ATV Certification Courses

Progressive Agriculture Safety Day® Program

The Progressive Agriculture Safety Day Program is the largest rural safety and education program for children in North America. Since beginning our partnership with the Progressive Agriculture Foundation (PAF) in 2019, Polaris has supported over 1,500 Safety Days across North America and provided over 200,000 youth and 47,000 adult volunteers with OHV/ATV safety training. In addition to in-person events, ATV/UTV safety awareness was amplified through 12 dedicated social media posts, articles, and stories across all PAF’s platforms to support Safety Day®.

2024 Impact:

- Held more than 340 ATV/UTV in-person PAF Safety Days sessions, reaching over 107,000 participants
- Conducted ATV/UTV demonstrations at 15 farm shows across the U.S.
- [Watch video to learn more](#)



Ethics and Compliance

At Polaris, we have built a culture centered on 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 Business Conduct and Ethics](#), [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. As a part of our annual online Code of Conduct training, we ask employees to attest they are conducting business in a manner that meets requirements and that any known violations of the Code have been reported to their manager or the EthicsPoint hotline.

Our Progress

Our robust ethics and compliance program is designed to support the company’s growth, with the elements of our program designed to comply with regulatory best practices. We assess our program with input from external subject matter experts and tailor our program to risks specific to our industry.

As our company grows globally, we are focused on helping our employees – no matter their location – understand our Code of Ethics, promoting leaders who demonstrate ethical business practices, mitigating risks in our international locations, and implementing ethics and compliance teams.

We continue efforts to make it easier for global employees to understand and adopt highly ethical business behaviors. These measures include instituting local EthicsPoint Hotline numbers and operators who speak the local language, access our Code of Conduct in nine languages, related materials, policies, trainings, case studies, and other tools in a central repository of ethics and compliance materials on the Polaris Hub intranet site. We continue building a global network of compliance champions to help communicate in culturally appropriate ways and share how Polaris can support employees on issues related to the Code of Conduct or ethics and compliance generally.

See the report Appendix for information about related topics, including our Supplier Code of Conduct, Human Rights Policy, Conflict Minerals Policy, substance compliance, compliance with the U.K. Modern Slavery Act, privacy, data protection and cybersecurity.



Our Employees

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.

Health and Workplace Safety

Our Approach

At Polaris, we strive for a zero-harm culture that protects the health and safety of our employees and contractors. We are committed to conducting business in a safe and environmentally responsible manner, per our Environment, Health and Safety Policy, which has been endorsed by our corporate Environment, Health, Safety and Security (EHS&S) Governance Committee.

Our Environmental, Health and Safety (EHS) management system is deployed globally and follows a “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. While we do not pursue certification under the Environmental (ISO 14001) or Safety (ISO 45001) frameworks globally, our Goupil Electric Utility Vehicle facility in France maintains ISO 14001 certification. Learn more about our environmental efforts in the [THINK PRODUCTION](#) section.

RESPONSIBILITY

Our employee safety and environmental stewardship efforts are overseen by our EHS&S Governance Committee and CRC respectively.

POLARIS SAFETY PRINCIPLES

Our Safety Principles help establish expectations on the path toward zero harm. 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. The following Safety Principles guide Polaris personnel worldwide on how to conduct their daily work:

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

EHS AUDIT PROCESS

Polaris leverages a risk-based auditing program to help assess our programs, monitor our performance against regulatory requirements and internal standards, and identify opportunities for improvement. Audit findings are communicated through the company and addressed by corrective and preventive action plans. Audit performance and key program metrics are reviewed as part of our governance process.

Our Progress

We continued reinforcing our culture focused on zero harm to our employees, contractors and the communities where we operate. In 2024, Polaris achieved our lowest Total Recordable Incident Rate (TRIR) on record in company history — 0.30. 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 employees are working in our facilities, or riding our vehicles, we want them to live incident-free.

0.30

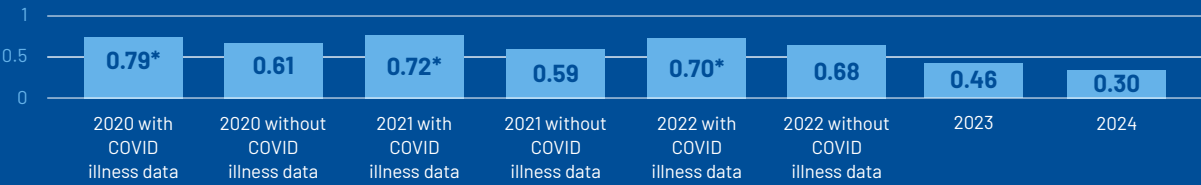
TOTAL RECORDABLE INCIDENT RATE
our lowest in company history for the second year in a row.

TRIR = $\frac{\text{NUMBER OF RECORDABLE CASES}}{\text{NUMBER OF EMPLOYEE HOURS WORKED}} \times 200,000$

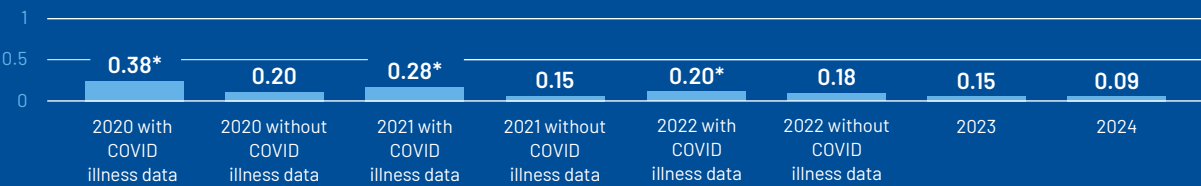
LDIR = $\frac{\text{NUMBER OF LOST TIME CASES}}{\text{NUMBER OF EMPLOYEE HOURS WORKED}} \times 200,000$

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, 2022, 2023 and 2024.

THESE POLARIS FACILITIES OPERATED WITHOUT A RECORDABLE INCIDENT IN 2024:

- **Polaris Administrative Offices** – Australia, Brazil, China, Finland, France, Germany, India, Japan, Mexico Sales, New Zealand, Norway, Spain, Sweden, Switzerland, Canada (Winnipeg), United Kingdom, U.S. (Northland, Medina and Plymouth locations)
- **Engineering Locations** – Lake Havasu, Novi, Wausau, Swissauto Powersports
- **Distribution & Manufacturing** – 509, Klim, Milford, Northstar Precision, ProArmor, Shanghai, Wilmington, Riverside, Opole

SAFETY SPOTLIGHT: SLIPS, TRIPS AND FALLS CAMPAIGN

After a comprehensive review of workplace incidents in 2023, it was determined that slips, trips, and falls were a leading cause of incidents. When data showed that 80% of slips, trips, and falls involved distractions and objects in walkways, we launched a yearlong campaign to reduce risk by focusing on the following:

- Driving awareness of the safety risks created by cell phone usage while working. Our safety campaign entitled, “Heads Up Phones Down,” discussed how cell phone usage can lead to slips, trips, falls and employee accidents.
- Establishing winter safety guidelines to reduce the risk of slips and falls in locations that experience inclement weather.

FIRST RESPONDER TRAINING AND EMERGENCY PREPAREDNESS

In 2024, we implemented a robust First Responder program in Wyoming, MN. The program establishes the framework for effective response and coordination with key stakeholders. The goal is to enhance Polaris’ preparedness, mitigate risks and support the safety and well-being of all personnel, and minimize impact on the environment & physical property.

Through an Emergency Preparedness and Rescue program, employees are offered basic CPR and First Aid courses. Nearly 200 employees were certified from Wyoming, MN; Osceola, WI; Medina, MN; Plymouth, MN; Roseau, MN; and Eden, TX.

In 2025, the team plans to offer additional mock emergency drills for non-trauma patient cases.



EHS&S ACHIEVEMENT AWARDS

Polaris engages team members to help drive best practices and innovative solutions for improving safety. The annual EHS&S Achievement Awards recognize individuals and teams whose work made a significant impact on the safety, security and environmental performance of our organization. Employee teams from across the globe can submit projects. Eight projects were selected across four categories:

- **EHS&S 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
- **Security Excellence** – Mitigate security risk and promote protection of people, places and assets

Fostering Our Best Team, Best Culture Philosophy

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

We take a holistic approach to employee well-being because we understand that it is defined differently based on the employee's needs and career stage. Polaris is proud to offer benefits and programs that support our employees and their families.

HEALTH AND WELLNESS

Polaris offers a comprehensive health benefits package along with wellness counseling, mental health and parenting resources. Employees also have flexibility and hybrid workplace options, depending on the nature of their work.

In 2024, Polaris launched a new quarterly Medicare webinar and offered individual coaching for employees turning 65 and nearing retirement to ease the transition. One of our health partners, BlueCross BlueShield established a dedicated Medicare Specialist to provide Polaris employees with tailored information and resources.

FINANCIAL BENEFITS

Polaris offers competitive pay, an Employee Stock Ownership Plan (ESOP), employee profit sharing, a 401(k) employer match, our award-winning financial wellness program, and a comprehensive Polaris Retirement Guide to support employees' financial wealth accumulation journey. In partnership with Compass Financial Partners, employees seeking additional counsel can meet one-on-one with an advisor to discuss individual goals and challenges.

For 2024, the Benefits team asked employees what financial topics they wanted to learn more about, and as a result, webinar topics for the year included navigating the market, maximizing 401(k) retirement plans, developing a financial milestone roadmap, and managing household expenses.

Tuition Reimbursement

Polaris values continuous development and education. We provide financial assistance to help employees achieve their personal and professional goals through our tuition reimbursement program. In 2024, Polaris provided more than \$575,000 in tuition reimbursement.

POLARIS FOUNDATION PROGRAMS

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

Polaris Scholarships

Designed to support dependents of employees, our Polaris Scholarship Program helps offset the costs of postsecondary education. Full-time students who attend an accredited two- or four-year college, university, or vocational or technical school are eligible to apply.



Polaris named Forbes' World's Best Employers

118

SCHOLARSHIPS
AWARDED IN 2024

MORE THAN

3 million

IN SCHOLARSHIPS
AWARDED SINCE
INCEPTION

Employee Assistance Fund

Polaris supports our employees in many ways, including during times of natural disaster and personal hardship. Launched in 2023, the Polaris Assistance Fund (PAF) helps employees around the world cope with unexpected setbacks that place financial stress on themselves and their families. The PAF is administered by E4E Relief, a 501(c)(3) non-profit organization. Polaris employees may apply or donate through the Fund portal. In 2024, \$174,500 in assistance was provided to employees through the PAF.

EMPLOYEE ENGAGEMENT

Our employees play an integral role in Polaris' success. Designed to cultivate a community of learning and support, elective employee networks provide a variety of opportunities, including formal training, networking, mentorship and visibility; building community through riding events and volunteerism; and helping attract and retain talent. The following are a sampling of employee groups that demonstrate our highly engaged employees.

Women Leaders of Polaris

Women Leaders of Polaris (WLP) is focused on the development and mentorship of Polaris employees. Participation is open to all. In 2024, WLP brought employees together in a variety of ways:

- Matched nearly 120 pairs of mentors/mentees through the WLP mentorship program. Participants connect to share experiences and advice on a variety of topics, including career paths, skill development, work-life balance and networking.
- Hosted a fireside chat with the CTO where participants could ask questions about career advancement, mentorship and work-life balance.
- Celebrated International Female Ride Day (IFRD) by hosting ride events that allowed almost 400 participants to learn and develop their skills together.

WLP SPOTLIGHT: OPOLE, POLAND

Since its launch in 2023, the WLP chapter in Opole has experienced tremendous growth, with more than 30% of women at the facility having joined. Throughout 2024, WLP Opole hosted events geared toward professional and personal development and community involvement. In addition to global WLP events, Opole offered negotiation workshops, self-defense training, and admission to Europe's largest technology conference for women, Perspectives Women in Tech.

The group also visited the Single Mother's Home in Opole. They shared advice on navigating the job search process, including resume writing, interviewing, and succeeding in a new role.

WOMEN LEADERS OF POLARIS

Polaris named Forbes' World's Top Companies for Women



823

MEMBERS ACROSS
37 LOCATIONS

230

HOURS VOLUNTEERED
BY MEMBERS

NEARLY

\$15,000

RAISED THROUGH WLP MEMBER DONATIONS
TO NON-PROFIT ORGANIZATIONS



Polaris Gives Ambassadors

Comprised of more than 100 dedicated employees, the Polaris Gives Ambassadors champion our Geared For Good culture at their local offices. The group promotes and educates their teammates about the Polaris Gives program, including information about volunteer time-off, volunteer rewards and grant matching.

Through onsite events, as well as external giving and volunteer opportunities, the Polaris Gives Ambassadors inform and encourage employees to engage in Geared For Good activities.

All-Terrain & Happy Mic Toastmasters

Polaris has two chapters of Toastmasters International, All-Terrain Toastmasters in America and Happy Mic Toastmasters in India. Members meet regularly to develop their public speaking, presentation, leadership, and networking skills.

Along with practicing planned and impromptu speeches, members rehearse providing constructive feedback for their colleagues.

Developing these highly sought-after soft skills helps employees achieve their career goals.



NORTH STAR NEWS

North Star News is an interactive web and mobile-accessible communications platform that is available to most employees globally. Since its launch in 2023, North Star News has helped employees feel more connected and engaged. By the end of 2024:

- More than 15,000 Polaris employees reached through North Star News email and web/mobile platforms
- 88% of global online employees registered on web or mobile platforms
- 98% of registered users have used North Star News

Employee Development

Our Approach

We are committed to investing in our people as they are the drivers of our business. We proudly support employees’ growth development, so they may maximize their potential and help Polaris drive change, advance innovation and find new ways to THINK OUTSIDE.

Our Progress

Throughout 2024, Polaris employees had the opportunity to participate in an array of talent development programs. Below are a few highlights.

Early Development - Polaris offers two distinctive early talent development programs tailored for students in college and recent graduates, focusing on cultivating key leadership competencies.

- **The Polaris Internship Program** - In 2024, 83 talented college students participated in our 12-week summer program. Designed to equip interns with skills and experiences that prepare them for potential placement in our Development Program, students gain real-world experience and mentorship from Polaris leadership.
- **The Polaris Development Program** - A uniquely designed program by Polaris to cultivate a pipeline of emerging leaders within the company. In 2024, 102 employees worked in a Development Program in one of seven functions – Engineering (with a focus on core, electrical and Powertrain), Operations, Digital & Information Technology, Finance, Marketing, Sales and Human Resources – providing rotational, geographic and networking opportunities.



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** - Weeklong development program conducted twice a year for high-potential, top-talent individual contributors and supervisors.
- **Managing People at Polaris** - Self-directed eight-module program for new leaders of people at Polaris.
- **Polaris High-Performing Manager Training Programs** - Eight-week Foundational Leadership Training interactive course.
- **The Polaris Leadership Development Programs** - Weeklong program for high-potential and top talent managers and director-level employees. After the learning component, participants work in teams to research and report recommendations to a business case assigned by the Polaris Leadership team.
- **External Executive Vice President Development Programs** - In partnership with external institutes, these offerings provide external business case and leadership training focused on increasing the ability to lead in a rapidly changing global business context.

DEVELOPMENT
SPOTLIGHT: MARINE

In 2024, 128 frontline and office leaders from our Marine segment participated in a 27-module, in-person leader development training. Employees have been eager to strengthen their leadership skills, and the program has graduated 200 employees over the last two years. Marine's focus on development at the Elkhart facility has made a meaningful impact on employees, dealers, and customers.



Manufacturing Training – We believe that continuous learning and development help maintain a qualified workforce that performs with safety, quality and improvement in mind:

- **Manufacturing Training Assessment** – Creates guidelines to standardize and measure training and development practices in our manufacturing plants.
- **Frontline Leader Training** – The course demonstrates how Polaris’ overall strategy applies to all parts of the global organization, how frontline leaders directly impact operations metrics, and how to use effective conflict management and problem-solving.

Learning and Skill Development – Through Polaris learning platforms, we design, organize and deliver training plans across functions to support people, from hourly frontline to senior leadership. Over 7,000 employees participated in interactive, measurable online courses with other internal and external resources to enrich the learning experience. Polaris employees completed nearly 26,000 learning activities in 2024. Employee participation increased 40% from 2023.

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 based on business or function priorities (strategy), future needs and capabilities to deliver (structure) and current talent (people). In 2024, we enhanced tools and training to support all levels of salaried talent in succession planning, development planning, retention and engagement.

Next Steps

Polaris will continue to prioritize employee development. Employees will have access to existing trainings, as well as new offerings tailored to their role. In 2025, Polaris will seek further opportunities to advance employee development and build the organizational capabilities needed for the future.



Polaris named Forbes’ America’s Best Employers for Veterans

RECRUITING TOP TALENT

We recognize the importance of finding talent with broad experiences and expertise as that drives innovation, customer growth and employee engagement. Our recruiting team continues to broaden the scope of the candidate pipeline and highlight Polaris as a top employer for talent in our communities. In 2024, we attended conferences and partnered with a variety of organizations to identify and hire top talent including organizations like SkillBridge for veterans and Disability Solutions for individuals who identify as having a disability. Polaris is an equal-opportunity employer.

View more about our [Equal Employment Opportunity Policy](#) in the Appendix.

Our Workplace

OUR WORKPLACE

We believe a respectful workplace is core to our culture, enabling diversity of thought and innovation.

Our Approach

We work to foster welcoming and respectful environments for our riders, employees, dealers, suppliers and the communities where we operate. Diversity of thought and innovation are key enablers of our success as a company, while the common thread tying us all together is knowing that life is better in the outdoors.

When it comes to our team, we thrive when we empower and value the unique skills, perspectives and contributions of every employee through our R.I.D.E. Together: Respect. Inclusion. Diversity. Excellence. Framework.



RESPECT:

We create a culture where employees are valued, respected and heard.

INCLUSION:

We strive to be a culture that drives a sense of belonging, connection, and community for our team.

DIVERSITY:

We celebrate the unique experiences and perspectives that each employee brings to Polaris.

EXCELLENCE:

We reward excellence and are a performance-driven culture that provides meaningful experiences for employees to reach their full potential.



Our Communities

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.

Polaris Foundation funding is directed to support four focus areas: Communities; Environment; Youth Safety; and STEM Education and the Trades. 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 page 61 and support for STEM education appears on page 76 of this report section. In addition to Polaris Foundation-funded items, Polaris’ individual business segments also support several stewardship initiatives.

Our Progress

Polaris provided more than \$6.4 million to organizations and local communities in 2024 through corporate donations, Foundation grants, corporate matches of employee donations and vehicle donations.

HURRICANE HELENE AND MILTON RELIEF

In the aftermath of Hurricane Helene, Polaris sent five new RANGER XD 1500 vehicles to expand the Salvation Army’s fleet and further aid recovery efforts in North Carolina, South Carolina, Georgia, Florida and Tennessee. Additionally, with the support of partners like SpaceX and NASCAR driver Greg Biffle, Polaris also donated:

- More than 200 generators
- Over 200 quarts of oil
- 275 gas cans
- Two pallets of water
- Eight pallets of winter clothing

More details about hurricane relief efforts are available on [Polaris.com](#).



HELPING THE SALVATION ARMY RESPOND TO DISASTERS

For more than a decade, Polaris has partnered with the Salvation Army, contributing more than \$1.4 million in off-road vehicles and generators to meet the needs of disaster survivors and first responders. Salvation Army response teams are often on the ground and operating where roads have not been fully cleared of debris or are blocked by flooding or storm damage. Polaris RANGERS provide the size and versatility for more timely response and access to neighborhoods and survivors who might otherwise be cut off, enabling earlier food and supply distribution to those in need.



SLOAN'S MOTORCYCLE-ATV

Employees of the Tennessee-based dealer spearheaded donation efforts of money, food and water. [Sloan's Motorcycle-ATV](#) employees joined forces to create a group of over 230 vehicles to travel to Gerton, North Carolina, to provide supplies, assist in clearing debris, and aid in rescue and relief efforts.

THE POLARIS FOUNDATION: 2024 BY THE NUMBERS

\$5 million
OVER **5 years**

COMMITMENT TO THE
NATIONAL
FOREST FOUNDATION

\$900,000
IN **DONATIONS**

FROM EMPLOYEES
THROUGH THE
POLARIS GIVES PLATFORM

12,930 HOURS
volunteered

BY 524 VOLUNTEERS AND 20
POLARIS FEATURED VOLUNTEER
OPPORTUNITIES

1,673 NONPROFIT
organizations

SUPPORTED BY EMPLOYEE
DONATIONS AND
THE POLARIS FOUNDATION MATCH

\$220,000
IN **TRAILS**
GRANTS

\$1.4 million
IN VEHICLE
DONATIONS* WITH MOST
BEING UTILIZED IN SAFETY
INITIATIVES

*BASED ON MSRP VALUE

Top **5**
causes:

- Feed My Starving Children
- The Food Group
- BestPrep
- Special Olympics
- Humane Society

Top **5**
causes:

- American Red Cross
- United Way
- St. Jude's Children's Research Hospital
- Save the Children Federation
- Team Rubicon

PARTNERING WITH NATIVE AMERICAN COMMUNITIES AND ORGANIZATIONS

When we purchased Indian Motorcycle, our intention was to restore this iconic brand and introduce it to a new era of riders. We inherited both its rich legacy as well as responsibility for carrying the name forward in a good way; humbly, respectfully, and authentically. We are committed to promoting respect, understanding, strong relationships, and positive change in collaboration with members of the Native American community and those aligned with these values.



American Indian Science and Engineering Society (AISES)

In 2023, Indian Motorcycle helped establish the first AISES trade scholarship program. In 2024, Indian Motorcycle and the Polaris Foundation funded 40 academic and 30 trade scholarships through a \$260,000 donation.

Indigenous Community Collaborative (Indigenous CC)

In 2024, Indian Motorcycle initiated a partnership with Indigenous CC – a Native American, women-owned social enterprise with a mission to revitalize the Indigenous perspective. In addition to positioning Polaris as a great place for Indigenous professionals, the partnership helped review marketing collaborations for cultural respect and accuracy.

Southwest Association of American Indian Arts (SWAIA)

Indian Motorcycle’s Industrial Design team partnered with two award-winning SWAIA artists to create and donate a one-of-one custom bike designed 2025 Scout Bobber. The motorcycle was auctioned off at the annual SWAIA Gala raising \$80,000 in support of SWAIA’s mission to elevate Indigenous voices in the world through art. Additionally, Indian Motorcycles and the Polaris Foundation donated \$25,000 to SWAIA in 2024.

American Indian Resource Center at Bemidji State University

Indian Motorcycle and the Polaris Foundation donated \$25,000 to the American Indian Resource Center (AIRC) at BSU. Funding helps the American Indian Resource Center support students with financial assistance to help with books, tuition and unexpected emergencies, empowering students to focus on their studies. Together with the team at the AIRC, their student retention rate increased from 35% to 85% in 2024.

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. The Polaris Foundation and Indian Motorcycle contributed \$30,000 in 2024 to support the group’s Native Home Resource Network.



Supporting STEM Education in Our Communities

Polaris proudly supports a wide range of trade and science, technology, engineering and mathematics (STEM) education programs to help foster future generations of manufacturers and engineers. In 2024, access to Polaris Workforce Development Scholarships expanded to three additional Minnesota State Colleges and Universities. Over 30 educational institutions are working to recruit, train, and place 500 students with Polaris dealers upon graduation.

BEMIDJI STATE UNIVERSITY

In 2024, Polaris announced a unique earn-and-learn opportunity for Minnesota high school graduates attending Bemidji State University Minnesota (BSU). The Polaris Manufacturing Operations Development Program enables students to simultaneously develop skills and experience and pursue a lifelong education while earning a living. The 19-month paid internship at the Polaris manufacturing facility in Roseau, Minnesota, covers tuition, fees, and housing for 15 interns.

STEM PARTNERSHIPS

Through continuous support of STEM programs, Polaris is helping inspire and prepare the next generation of manufacturing and engineering professionals.



UofM College of Science and Engineering

Polaris donations to help amplify efforts to attract and retain students. Our support helps the Rooted STEM Program, Polaris Student Machine Shop, along with tutors and study groups. [Learn more.](#)

Polaris has awarded approximately \$250,000 in scholarships to UofM CSE students since 2020.

Code2College

Through the Polaris Tech Center of Excellence, Code2College works to increase the number of low-income students who enter and excel in STEM undergraduate majors and careers in San Angelo, TX. Since 2020, Polaris has invested in initiatives to prepare 200 students for STEM roles.

Boys & Girls Clubs of America Native Services

Indian Motorcycle contributed \$210,000 to support hands-on, activity-based do-it-yourself (DIY) STEM programming at 10 clubs across the U.S. The DIY STEM program focuses on science themes through five learning modules that can be culturally adapted to the local Tribal community.

BestPrep Mentoring

Our employees mentor Minnesota high school students, with a focus on STEM projects. Over the course of eight weeks, mentors share advice on topics including college and career experience, interviewing skills, workplace etiquette, positive attitude and more. In 2024, 101 employees volunteered more than 1045 hours to mentor students. In 2024 a Polaris employee received the service award presented to outstanding volunteers from the business community who have mentored students through BestPrep programs. The honor was given to 27 mentors out of 6,000 volunteers.

Junior Achievement

Through the Polaris Manufacturing Center in JA’s Biztown, students from underserved communities can learn what it is like to work in powersports. The program enables students to design and create safe vehicles for business and retail using special software, and then promote and sell them to consumers.

Big Brothers Big Sisters

Polaris donated \$25,000 to BBBS’ STEM program which engages young people in hands-on exploration of STEM subjects and careers through in-depth STEM learning, regular match hangouts and events that highlight STEM careers.

Employee Giving and Volunteerism

HELPING EMPLOYEES GIVE BACK

Polaris employees continued to utilize the online Polaris Gives platform to donate to nonprofits 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 nonprofits of their choice.



SUPPORTS YOU IN YOUR EFFORTS
TO GIVE BACK TO COMMUNITIES!

- MATCHING GRANTS
- VOLUNTEER REWARDS
- VOLUNTEER TIME-OFF

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

2024

POLARIS GIVES:
BY THE NUMBERS

- More than 2,500 Polaris employees from 14 locations gave nearly \$1.8 million supporting close to 1,700 causes
- Employees volunteered 13,000 hours, earning \$10 per hour (up to \$500) to be donated to their elected causes



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.

LOCAL COMMUNITY DEVELOPMENT INITIATIVES

Giving back is the core of who we are. We support 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. Below are just a few highlights from 2024:

- **Polaris India** - Through a partnership with NavSahyog Foundation, Polaris India provided support to 10 villages in Karnataka for the year. As part of the program, children learn how to develop life skills and creativity.
- **Toy Drive in Mexico** - Employees from Polaris Sales Mexico donated toys to help more than 90 children in need.
- **Ronald McDonald House** - A longstanding tradition, members of our PG&A team cleaned and helped winterize the Ronald McDonald House in the Twin Cities.
- **Blood Drive** - More than 80 employees from Polaris Vietnam donated blood to the local Red Cross. The event resulted in 17,300 ml of blood collected.
- **Adopt-a-Mile** - Polaris Huntsville employees met quarterly to clean litter and debris from the roadside. The group has participated in this project since 2018.



Our Dealers and Outfitters

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 to providing a positive experience for every customer. To support dealers, we offer a multitude of training programs and resources, including the University of Polaris, an online learning management system that delivers content to dealerships globally. 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 a career as a Polaris technician.

Our Progress

In 2024, we continued to support our dealers’ service teams through specialized trainings.

Certified Service Training

In 2024, Polaris expanded the Certified Service program, with the goal of providing operational tools and efficiency to elevate the in-dealership customer experience and increase service retention, repurchase, and profitability for our dealer network. As dealerships invest in technical training, their employees gain expertise to advance their careers and best serve customers. In one year, the new offerings have increased our dealer network’s Net Promoter Score by six points.

Service Technician Education Program

Through the Polaris Service Technician Education Program (S.T.E.P.), 950 students from 40 technical colleges, high schools and community colleges across the U.S. and Canada receive free access to eLearning curriculum focused on providing service to Polaris vehicles.

Polaris FinancialView

Polaris FinancialView™ is a program that provides dealers with an easy-to-use, secure financial platform that brings visibility to strategic key performance indicators. It also helps identify opportunities to improve processes and overall dealer profitability. In one year, 54% of our global dealer network has enrolled in the program.

Fixed Operations Program

In addition to supporting the dealer network in driving retail, we support the back-end of the Polaris dealerships. We understand that Fixed Operations is the dealer’s biggest profit opportunity, and it typically generates more consistent revenue throughout seasons and economic cycles. The service experience drives profit in the short-term, but also, in the long-term through customer retention and future repurchase.

+8,000

POLARIS DEALER STAFF
PARTICIPATED IN OUR
TRAINING PROGRAMS

11

NEW COURSES WERE
AVAILABLE TO POLARIS
DEALERS, INCLUDING
TWO MANAGER-LEVEL
BOOTCAMPS TO SUPPORT
DEPARTMENTAL SUCCESS

78%

OF DEALERSHIPS EARNED
A SERVICE TRAINING
CERTIFICATION

Dealership-Wide Training

Polaris provides product and process training to our dealer teams to enable the best customer experience and support dealer profitability. In 2024, we expanded to include offerings focused on sales, service and the PG&A process.

Global Dealer Profitability Training

We provide training to our dealers in partnership with Garage Composites and Wheelhouse College on topics ranging from profit centers and digital sales to back-end processes. Our support helps dealership profitability and sustainability through process improvements that drive a best-in-class customer experience for our consumers. Below are programing highlights from 2024:

- **Profitability Academy** - Designed for owners and GMs, the two-day training covered best practices for processes that improve profitability, including strategy, key metrics, expense management, people and processes, and inventory management.
- **Garage Composites Manager’s Boot Camp** - Managers who participated in the two-day boot camp focused on leadership development, KPIs and business plans.

SUPPORTING SMALL BUSINESSES WITH POLARIS ADVENTURES ELITE

In 2024, we introduced [Polaris Adventures Elite](#) a suite of more than 20 tools created to help small, independent outdoor experience operators run their business more efficiently and further advance the overall outdoor adventure experience for customers. Both Polaris Adventures Outfitters and customers benefit from Polaris protection and risk management standards, including vehicle insurance. As a result of having all the new tools housed in one powerful platform, small business owners are decreasing their administrative time and enhancing the way they help customers THINK OUTSIDE.

Next Steps

Polaris is committed to listening to the needs and feedback of our dealer, community and industry partners. As we look toward the future, Polaris will continue to add new material to our robust catalog of trainings to empower dealers and technicians to develop new skills.



In This Section:

- Policies
- Other Important Resources
- Glossary
- 2024 Sustainability Accounting Standards Board (SASB) Reporting



Policies

To uphold our high standards of ethical behavior, we communicate our policies internally and externally. In addition, internal assessments of high-risk areas are continuously tracked and compliance is reinforced.

CODE OF CONDUCT AND ETHICS

In our commitment to nurturing an ethical workplace, employees are asked to complete annual Code of Conduct training to understand how to handle their day-to-day responsibilities per the Code. In 2024, 98% of salaried employees with computer access, as well as the Board of Directors, completed the annual Code of Conduct training. Learn more about our Code of Conduct and Ethics and Compliance program in the [THINK PEOPLE](#) section.

EQUAL OPPORTUNITY EMPLOYER

Polaris is an Equal Opportunity Employer and will make all employment-related decisions without regard to race, color, religion, creed, sex, sexual orientation, gender identity, national origin, age, disability, marital status, familial status, status with regard to public assistance, membership or activity in a local commission, protected veteran status, or any other status protected by applicable law.

PAY EQUITY

Polaris is committed to objectively establishing compensation levels for each role and paying for performance. Fostering an environment that promotes equity for performance and contribution is critical to our competitive advantage and essential to the success of our business. Pay is regularly reviewed during our organization-wide annual processes, which include merit, bonus, and stock awards in the spring and market adjustments in the fall. Reviews are also conducted when we have new hires, promotions or off-cycle adjustments. Our focus on pay equity is grounded in the belief that compensation decisions should be based on job-related and individual factors, such as education and experience, performance, skill, impact and working circumstances.

SUPPLIER CODE OF CONDUCT

All suppliers are expected to adhere to our [Supplier Code of Conduct](#) and Human Rights Policy (see below). Suppliers are asked to complete a compliance survey twice annually and commit to practicing 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 Polaris and our suppliers to maintain a workplace free from harassment, discrimination, child labor, forced labor, and all other forms of compulsory labor. Safeguards against human trafficking anywhere within our operations and supply chain are also defined. The Policy outlines how we and our suppliers are expected to comply with all applicable labor, wage and hour laws, as well as all applicable health, safety and environmental laws and regulations. Polaris is committed to respecting the privacy and rights of employees and third parties, and we require our suppliers to do the same.

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. Polaris requires its suppliers to undertake reasonable due diligence with their suppliers to identify whether any of the products supplied to Polaris contain minerals sourced from the DRC and, if so, whether the mines and smelters identified are certified as "conflict free" by an independent third party. [View our Conflict Minerals Policy.](#)

SUBSTANCE COMPLIANCE

Polaris governs the use of chemical substances in our products and adheres to strict local and global chemical substance regulations. Our Substance Compliance team is responsible for monitoring current, future and evolving global substance regulations. The team integrates our substance compliance requirements into our product design and identifies opportunities for improvement within our supply chain. Polaris has contracted with a third party that is 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.



U.K MODERN SLAVERY ACT

We comply with the U.K. Modern Slavery Act of 2015 which 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. [View our Slavery and Human Trafficking Statement.](#)

PRIVACY, DATA PROTECTION AND CYBERSECURITY

Polaris prioritizes protecting customers, employees and dealers' data in line with applicable privacy and data protection laws. We practice technical and organizational security measures designed to 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, including the Automotive Information Sharing and Analysis Center (Auto-ISAC). The Polaris Privacy Notice explains 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](#)

- [Polaris Investor Relations Information](#)
- [Safe Riding Resources](#)
- [Equal Employment Opportunity Policy](#)
- [Polaris Help Center](#)

Glossary

ACSA American Council of Snowmobile Associations	EHS Environmental, Health and Safety	MT Metric tons	REC Renewable Energy Credit
AIARE American Institute for Avalanche Research and Education	EHS&S Environment, Health, Safety and Security	MWh Megawatt hour	R.I.D.E. Respect. Inclusion. Diversity. Excellence.
AIAG Automotive Industry Action Group	EMS Environmental Management System	NCAP New Car Assessment Program	RMEF Rocky Mountain Elk Foundation
AIRC American Indian Resource Center	EPA Environmental Protection Agency	NOx Nitrogen oxides	ROHVA Recreational Off-Highway Vehicle Association
AISES American Indian Science and Engineering Society	ERM Enterprise Risk Management	NFF National Forest Foundation	ROI Return of Investment
AMU Air make up units	ESG Environmental, social and governance	NHTSA National Highway Traffic Safety Administration	SO2 Sulfur Oxides
ASI ATV Safety Institute	ESOP Employee stock ownership plan	NMFR Near-miss frequency rate	SASB Sustainability Accounting Standards Board
ATV All-terrain vehicle	GHG Greenhouse gas	NMMA National Marine Manufacturers Association	STEM Science, technology, engineering and mathematics
Auto-ISAC Automotive Information Sharing and Analysis Center	GJ Gigajoule	NOHVCC National Off-Highway Vehicle Conservation Council	STEP Service Technician Education Program
BOM Bill of Materials	IFRD International Female Ride Day	NPS Net Promoter Score	SxS/SXS Side-by-side vehicle
BSR Business for Social Responsibility	I-REC International renewable energy certificate	OEM Original equipment manufacturer	SWAIA Southwest Association of American Indian Arts
C02 Carbon dioxide	IMRG Indian Motorcycle Riders Group	ORV Off-road vehicle	TRAILS Trail Development, Responsible Riding, Access, Initiatives, Lobbying, Safety
C02-e Carbon dioxide equivalent	ISMA International Snowmobile Manufacturers Association	OSHA Occupational Safety and Health Administration	TRIR Total recordable incident rate
CRC Corporate Responsibility Committee	ISO International Standards Organization	PAF Progressive Agriculture Foundation	UTV Utility terrain vehicle
DIY Do it yourself	JA Junior Achievement	PFAS Per- and polyfluoroalkyl substances	VOC Volatile organic compound
DRC Democratic Republic of Congo	KPI Key Performance Indicator	PG&A Parts, Garments and Accessories	VPPA Virtual power purchase agreement
DOE Department of Energy	kWh Kilowatt hour	PIN Personal Identification Number	VTO Volunteer time off
EAC Energy attribute certificate	LED Light-emitting diode	PLT Polaris Leadership Team	WLP Women Leaders of Polaris
ECE Economic Commission for Europe	LDIR Lost day incident rate	PPA Power purchase agreement	ZEV Zero-emission vehicles
	MSF Motorcycle Safety Foundation	PSS Post-Sales Surveillance	

Polaris Inc. 2024 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’s operations, SASB has classified Polaris in the Transportation sector, Automobiles industry. Given differences between our industry and the automotive industries, we have incorporated indicators from the SASB Automobile and Industrial Machinery and Goods standards. We welcome engagement on these topics and can be reached at GearedForGood@polaris.com.

AUTOMOBILE						AUTOMOBILE					
TOPIC	ACCOUNTING METRIC	CATEGORY	UNIT OF MEASURE	CODE	2024 DISCLOSURE	TOPIC	ACCOUNTING METRIC	CATEGORY	UNIT OF MEASURE	CODE	2024 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.	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 safety-related defect complaints, percentage investigated	Quantitative	Number, Percentage (%)	TR-AU-250a.2	100% of NHTSA VQO 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 no vehicle safety-related submissions to its Business Ethics Hotline in 2024. 100% of vehicle safety submissions made to our ethics hotline are investigated. Our Post-Sales Surveillance process is discussed on page 18 of this report.		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 2024, Polaris offered zero-emissions products in our Off Road, On Road and Marine business units. Off Road: Polaris offers the RANGER XP Kinetic, an electric utility terrain vehicle. In the spring of 2024, Polaris and the Michigan Economic Development Corporation (MEDC) launched an electric off-road vehicle charging network in Michigan’s Upper Peninsula. This first-of-its-kind off-road electric charging network supports around 100 miles of scenic off-road trails in the Upper Peninsula. Polaris offers a rental fleet of the RANGER XP Kinetic at a Polaris Adventures Outfitter located on the off-road charging station network. This fleet will serve nearly 100 miles of trails and will help provide further insights to the use of electric off-road vehicles for recreational purposes. On Road: Indian Motorcycle continued to offer electric bike options with the eFTR Hooligan 1.2, and the eFTR youth e-bikes. Our On Road vehicle brands also include Goupil and Aixam, which are primarily marketed in Western Europe. Goupil manufactures all-electric on-road vehicles for commercial markets, while Aixam offers diesel and electric on-road quadricycles. In 2024, we expanded Aixam’s electric vehicle model offering. Combined, we offer 15 electric 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: Our Marine Godfrey brand offers the Mighty G, a pontoon 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.
	Number of vehicles recalled	Quantitative	Number	TR-AU-250a.3	Recall data reflects global recalls from our Off Road (ORV/Snow) Strategic Business Unit and On Road (Motorcycles/Slingshot, Aixam and Goupil) and Marine (Bennington/Godfrey/Hurricane) Segment. All recalls were voluntarily initiated by the Company. Total vehicle recalls: 15 Off-Road Vehicle Recalls: 9 Total On-Road Vehicles Recalled: 33,272 Total Off-Road Vehicles Recalled: 128,734 Marine Recalls: 0 On-Road Vehicle Recalls: 6 Total Marine Units Recalled: 0						
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						

AUTOMOBILE

AUTOMOBILE

TOPIC	ACCOUNTING METRIC	CATEGORY	UNIT OF MEASURE	CODE	2024 DISCLOSURE										
FUEL ECONOMY & USE-PHASE EMISSIONS	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 32 of this report.										
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 10 of our Annual Report at https://ir.polaris.com/financial-information/annual-reports/default.aspx.</p> <p>Our Governance Information begins on page 10 and our Ethics and Compliance Information begins on page 62 of this report.</p>										
MATERIAL EFFICIENCY & RECYCLING	Total amount of waste from manufacturing, percentage recycled	Quantitative	Metric tons (t), Percentage (%)	TR-AU-440b.1	<table><tr><th>TYPE OF WASTE</th><th>2024</th></tr><tr><td>Hazardous waste (tons)</td><td>1,284</td></tr><tr><td>Non-hazardous waste (tons)</td><td>10,613</td></tr><tr><td>Waste Diverted from Disposal-Recycled (Tons)</td><td>41,852</td></tr><tr><td>% Recycled</td><td>78%</td></tr></table> <p>Includes waste volumes from facilities across Polaris minus a few small domestic and international locations.</p>	TYPE OF WASTE	2024	Hazardous waste (tons)	1,284	Non-hazardous waste (tons)	10,613	Waste Diverted from Disposal-Recycled (Tons)	41,852	% Recycled	78%
	TYPE OF WASTE	2024													
Hazardous waste (tons)	1,284														
Non-hazardous waste (tons)	10,613														
Waste Diverted from Disposal-Recycled (Tons)	41,852														
% Recycled	78%														
	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> <p>Polaris does not currently compile this information.</p>										

TOPIC	ACCOUNTING METRIC	CATEGORY	UNIT OF MEASURE	CODE	2024 DISCLOSURE
MATERIAL EFFICIENCY & RECYCLING	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	Polaris does not currently compile this information.
	Table 2: Activity Metrics Number of vehicles manufactured	Quantitative	Number	TR-AU-000.A	In 2024, the Company shipped approximately 350,000 units worldwide to customers and dealers.

INDUSTRIAL MACHINERY AND GOODS

TOPIC	ACCOUNTING METRIC	CATEGORY	UNIT OF MEASURE	CODE	2024 DISCLOSURE	
ENERGY MANAGEMENT	(1) Total Energy Consumed, (2) percentage grid electricity and (3) percentage renewable	Quantitative	Gigajoules (GJ), Percentage (%)	RT-IG-130a.1	Total Energy (GJ)	1,469,685
					Electric (GJ)	627,511
					Electric %	43%
					Renewables (GJ)*	170,305
					Renewables %*	11.59%
					*Renewable calculations do not include purchases of renewable energy certificates	
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	2024	
					Total Recordable Incident Rate	0.30
					Fatality Rate: 0 Polaris does currently calculate near miss frequency rate (NMFR).	



TURMAN 24

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