



MODERN SLAVERY REPORT

FINANCIAL YEAR ENDED JANUARY 31, 2026

ABOUT THIS REPORT

As an organization built on passion, drive, trust and ingenuity, BRP is committed to actively creating a brighter future for all of its stakeholders. Prioritizing human rights is integral to its responsible business practices and everyone who works at or with BRP has a responsibility to protect the integrity and dignity of every individual who is part of the Company's operations or of its supply chain. BRP explicitly prohibits any form of child labour, human trafficking, forced or compulsory labour, physical punishment, unsafe working conditions, unreasonable or illegal work hours, and any other form of modern slavery (collectively, "modern slavery").

This report is designed to meet BRP's reporting obligations under the Canadian *Fighting Against Forced Labour and Child Labour in Supply Chains Act* (S.C. 2023, c. 9) (the "Act") and the Australian *Modern Slavery Act 2018* (No. 153, 2018), by setting out the steps taken during its financial year ending January 31, 2026 ("FY2026") to prevent and reduce the risk that modern slavery is used at any step of BRP's production or supply chain.

This is a joint report for BRP Inc. and each of its subsidiaries which have an obligation to publish a report under the applicable act¹ (hereinafter collectively referred to as "BRP" or the "Company"), given that they share the same core business operations and governance framework including supply chain policies prohibiting modern slavery and supporting processes, as further described in this report.

BRP IN NUMBERS

(data as of January 31, 2026)

\$8.4 billion

annual revenue (in Canadian dollars)

≈ 17,000

employees

5

iconic brands

12

manufacturing facilities in 7 countries

1,200+

Tier 1 direct suppliers

26,000+

Tier 1 indirect suppliers

430+

Parts, accessories and apparel suppliers

¹ Entities required to publish a report under the Act and therefore covered by this joint report are BRP Inc., Bombardier Recreational Products Inc., Les Industries Mégatech Inc., BRP US Inc., BRP-Rotax GmbH & Co KG, BRP Finland OY, BRP Mexico S.A. de C.V. and BRP Querétaro S.A. de C.V. On the other hand, BRP Australia Pty Ltd., a wholly owned subsidiary of BRP Inc., is required to publish a report under Australia's *Modern Slavery Act 2018*.

For the purpose of the relevant approval and signing requirements, this report has been approved by the governing body of BRP Inc., which controls each entity included in this joint report, and has been signed by one of its directors.



STRUCTURE, OPERATIONS & SUPPLY CHAIN

Structure

BRP Inc. is incorporated under the *Canada Business Corporations Act* (RSC, 1985, c. C-44) and is a publicly-traded Company listed on the Toronto Stock Exchange and on Nasdaq in the United States under the symbol “DOO.” Headquartered in Valcourt, Québec, Canada, BRP is a global leader in the design, development, manufacturing, distribution, and marketing of powersports products. The Company is a diversified manufacturer of powersports products providing enthusiasts with a variety of exhilarating, stylish and powerful products for all year-round use on a variety of terrains and providing access to adventures and experiences across different playgrounds.

The Company’s diversified portfolio of brands and products includes year-round products such as Can-Am ATVs, SSVs, 3WVs and electric motorcycles, seasonal products such as Ski-Doo and Lynx snowmobiles, Sea-Doo PWCs and pontoons, Quintrex boats, engines for OEMs such as Rotax engines for karts, recreational aircraft and jet boats, and Pinion gearboxes and e-drive systems for bicycles. Additionally, the Company supports its line of powersports products with a dedicated parts, accessories and apparel business to fully optimize the riding experience.

Operations

As of January 31, 2026, BRP employed close to 17,000 people worldwide and manufactures its products at 12 facilities: one in Australia, one in Austria, two in Canada, one in Finland, one in Germany, four in Mexico and two in the United States , and its manufacturing footprint is currently being expanded to Vietnam.

BRP’s manufacturing strategy, including the products manufactured and the operational activities carried out in each manufacturing facility, is based on a variety of factors such as the proximity to key retail markets, the presence and cost of skilled labour, production capacity, international and local laws, rules and regulations (including customs duties, tariffs and free-trade arrangements) as well as social and political conditions.



Operations conducted in those facilities vary from manufacturing to assembly of components and parts to painting. Sales of BRP's products to customers are made through dealers and distributors in more than 110 countries, and maintenance services and parts are available through those dealers and distributors.

Supply chain

In the period covered by this report, BRP's global supply chain consisted of:

- **Direct suppliers** who provide raw materials, tooling, components, parts, assemblies and other items incorporated into BRP's vehicles on its production lines. The Company partners with over 1,200 direct suppliers worldwide and establishes long-term relationships with direct suppliers and, whenever possible, identifies potential substitute supply arrangements for components.
- **Indirect suppliers** who provide services or goods that support BRP's operations but are not incorporated in its vehicles - such as financial and legal services, facility maintenance, information technology, marketing, sales support, transportation, customs and logistics - or who provide consumables, such as stationery and office supplies. BRP currently works with over 26,000 indirect suppliers in more than 81 countries.
- **Parts, accessories and apparel suppliers** who manufacture, based on the Company's designs or their own, a variety of finished goods which BRP then resells to its network of dealers and distributors without making any modifications to the delivered products. BRP currently collaborates with more than 430 accessories and apparel suppliers in 28 countries.

GOVERNANCE & POLICIES

Governance

As part of its sustainability program, BRP fosters value creation around three pillars — environment, social and governance (ESG) — supported by targets and objectives focused on its employees, communities, operations, and products. Under the governance pillar, BRP adopted a framework with effective structures and policies which have been specifically assigned to senior executives to make optimal use of their unique expertise.



The Chief Legal Officer and Corporate Services (“CLO”) oversees the governance pillar of BRP’s sustainability program. The Ethics and Compliance team (“E&C Team”), which reports to the CLO, is tasked with implementing BRP’s ethics and compliance program. It is supported by the multidisciplinary Ethics and Compliance Committee, which reports to the Audit Committee of the Board of Directors (the “Board”). As part of its mandate, the E&C Team also leads BRP’s efforts to address modern slavery risks through policies, oversight mechanisms and cross-functional collaboration.

BRP also publishes an annual sustainability report which provides an overview of the Company’s sustainability framework and the priority issues relevant to its business and stakeholders – customers, employees, suppliers, shareholders and community partners. Additional information regarding the Company’s sustainability program and progress can be found in the annual reports made available on the Company’s website at www.brp.com.

Governance Framework

BRP’s efforts to address risks of modern slavery across its business and supply chains are supported by the following codes and policies, which apply to the whole organization. These governance documents establish the Company’s baseline expectations and reinforce BRP’s values, goals and objectives:

- **Code of Ethics**

BRP’s [Code of Ethics](#) establishes integrity and ethical standards for all directors, officers, employees and representatives, at every level, in every country, and from every subsidiary controlled by BRP. The Code has dedicated chapters on building a non-discriminatory, respectful and safe workplace, on protecting human rights as well as on reporting any suspected violations of laws or of the Code itself.

- **Third-Party Code of Conduct**

BRP’s [Third-Party Code of Conduct](#) sets out BRP’s expectations of ethical behavior, legal compliance and responsible business practices for all third parties and reflects evolving laws, regulations, and best practices. It includes clear prohibitions related to child labour and modern slavery. Third parties must comply with applicable child labour laws, ensure all workers meet the legal minimum age, and adhere to BRP’s zero-tolerance stance on all forms of modern slavery, including forced labour and human trafficking.



- **Conflict Mineral Policy**

Through the [Conflict Mineral policy](#), BRP supports the goal of ending violence and human rights violations in the Democratic Republic of the Congo and adjoining countries. BRP is committed to having a global supply chain that complies with the conflict mineral rules, and the Company requires its suppliers to take similar measures with respect to their suppliers to ensure consistent policy alignment throughout the supply chain.

- **Speak Up Policy**

BRP's Speak Up policy encourages employees and external stakeholders, including their respective employees, to come forward and speak up when they suspect or witness conduct that could violate BRP's Code of Ethics, Third-Party Code of Conduct or any other policy or applicable law, including any situations of possible modern slavery. Retaliation against anyone who speaks up in good faith is prohibited by BRP's Speak Up policy and Code of Ethics.

- **Service Contracts and Indirect Procurement Policy**

The Service Contract and Indirect Procurement policy seeks to frame, define and ensure sound management of procurement activities, which must be conducted in compliance with all applicable laws, regulations and internal policies.

- **People and Assets Security Policy**

As stipulated in the Company's Code of Ethics, not only is safety of people a priority—it is part of BRP's mindset. To support BRP's commitment to providing a safe and secure work environment, the Company has recently implemented its People and Assets Security policy to ensure security is always at the forefront of everyone's actions.



ASSESSING & MANAGING RISK

Risks of Modern Slavery

- **Within our operations**

Although BRP believes that the risk of modern slavery among its employees is low, the Human Resources and Compensation Committee of its Board oversees BRP's recruiting processes as well as the management of its human resources to ensure compliance with standards applicable in jurisdictions where BRP has employees.

Approximately 10,500 of BRP's employees are covered by collective arrangements, either through an association, a joint company-employee relations committee or a certified union/works council whose roles include ensuring compliance with the working conditions negotiated by union groups and therefore contributes to excluding the risk of modern slavery.

Modern slavery risks may exist within the contingent labour population, specifically at lower levels of the supply chain, in high-risk countries and in sectors where low-skilled labour is more frequent. At BRP, agency staff, including contract service workers, subcontractors, and independent contractors must enter into the Company's standard consulting agreements to be able to provide services to BRP. These agreements require certain pre-qualifications and include various contractual clauses (including adherence to BRP's Third-Party Code of Conduct) to ensure compliance with applicable labour standards.

- **Within our supply chain**

The Company is aware that BRP's global supply chain presents a risk of forced labour and child labour. To address this potential risk, BRP expects its third parties to uphold the same principles within their operations and adhere to applicable human rights and employment standards laws. BRP also expects them to ensure that any subcontractors they work with or supply from have the same respect for human rights. Given the complexity of evaluating modern slavery risks across all tiers of its supply chain, BRP is implementing additional measures to enhance its visibility and oversight. These measures are described in the following section.



Managing risks of modern slavery

To help address these risks, BRP relies on the following measures, which continue to evolve as the Company strengthens its practices:

- **Third-Party Due Diligence:** BRP has opted for a risk-based third-party due diligence approach that is intended to focus on country-specific risk factors and the nature of the engagement. Basic due diligence is to be conducted on all third parties and includes:
 - **identifying** country risks such as corruption perception or global slavery indices
 - **screening** to determine whether a third party appears on watchlists including sanctions or denied-party lists; and
 - **conducting** adverse media searches for indicators of corruption, collusion, fraud, or labour and human rights violations.

The results of the basic due diligence guide subsequent actions which may include enhanced due diligence measures, specific approval requirements, or mandatory contractual clauses. At this stage, this process applies to third parties located outside Canada and the United States.

- **Contractual obligations:** BRP requires suppliers to acknowledge and comply with its commitments against modern slavery through the Third-Party Code of Conduct, which is incorporated by reference into standard contracts and terms and conditions. Additional compliance-related clauses may also be included where required, depending on the level of risk associated with the third party or the nature of the engagement.
- **Ongoing supplier monitoring:** BRP monitors suppliers using tools and solutions that help detect evolving risks, including potential modern slavery indicators, geopolitical developments, labour disruptions, or other events that may affect the supply chain. Where specific concerns are identified, they are referred to the appropriate subject matter experts for review and further assessment.
- **Supplier on-site visits:** Where appropriate, BRP may conduct visits to supplier premises as part of its onboarding or monitoring activities. Although these visits are not primarily designed to detect modern slavery, personnel conducting them are expected to report any concerning practices for further review.
- **Reporting Channels:** BRP maintains a publicly available, third-party-operated Integrity Hotline that allows individuals to report concerns anonymously, at any time and in multiple languages.



Allegations are reviewed by the E&C Team and escalated as necessary. Relevant matters are reported quarterly to the Audit Committee. BRP does not tolerate retaliation against individuals who raise concerns in good faith.

- **Training:** All non-hourly BRP employees globally must complete annual training on the Code of Ethics, which reinforces BRP's expectations regarding compliance, human rights, and ethical conduct. BRP also provides direct suppliers with training related to modern slavery risks, responsible minerals, and applicable human rights laws.

ASSESSING EFFICIENCY

The main mechanism for assessing the effectiveness of our controls against modern slavery resides primarily within our Speak Up policy. Questions or concerns raised through the above-described reporting channels would be directed to the Ethics & Compliance team for a thorough investigation. No such reports or concerns were made during the reporting period, and we have not otherwise identified any instances of modern slavery or human trafficking in our business or in our supply chain.

REMEDATION MEASURES

In the last financial year, the Company has not identified or been informed of any incident of modern slavery in its activities or supply chain. If a practice that is not compliant with either BRP's Code of Ethics or its Third-Party Code of Conduct is identified, the Company will assess the situation, correct it and implement measures to avoid any recurrence. BRP also requires and supports suppliers to undertake similar actions within their own supply chain.



CONTINUOUS IMPROVEMENTS

In FY2026, BRP continued to strengthen its approach to preventing and reducing the risk of forced labour and child labour within its operations and supply chain. The following actions were taken as part of BRP's ongoing improvement efforts:

- **Policy and Governance**
 - Conducted the annual review of the Code of Ethics and the Third-Party Code of Conduct to ensure alignment with evolving laws and best practices.
 - Delivered annual Code of Ethics training and certification for all office employees globally.
- **Supplier and Third-Party Controls**
 - Ensured that third parties are made aware of their obligations to comply with all applicable laws—including those prohibiting forced labour and modern slavery—and to adhere to BRP's Third-Party Code of Conduct through contractual clauses or our standard terms and conditions.
 - Finalized and prepared for the implementation of BRP's risk-based third-party due diligence approach.
 - Distributed a modern slavery-focused self-assessment questionnaire to selected product suppliers to enhance visibility into supplier practices.
- **Monitoring and Risk Identification**
 - Continued monitoring the development of global regulations related to modern slavery and responsible sourcing, ensuring that internal policies and procedures remain current and compliant.
 - Promoted the availability of BRP's Integrity Hotline and reinforced expectations regarding confidential reporting for employees and suppliers.

These initiatives reflect BRP's commitment to continuous improvement and its proactive approach to identifying, preventing, and mitigating risks related to forced labour and child labour across its global operations and supply chain.



APPROVAL

This report is issued for BRP Inc. and its subsidiaries, which have an obligation to publish a report, under the Act or the Australian *Modern Slavery Act 2018*.

Australian Modern Slavery Act 2018

In preparing this report, relevant employees from BRP were consulted and provided with an opportunity to review this report, including the CSR team and the Ethics and Compliance Committee, which both have global responsibilities.

This modern slavery report is signed by a responsible member of the board of BRP Inc. on behalf of BRP Australia PTY Ltd.

Canadian Fighting Against Forced Labour and Child Labour in Supply Chains Act

This report was approved by the Board of Directors of BRP Inc., as being a joint report of BRP Inc. and its subsidiaries listed in footnote on page 1, for the financial year ended January 31, 2026, pursuant to subparagraph 11(4)(b)(i) of the Act.

In accordance with the requirements of the Act, and in particular section 11 thereof, I, the undersigned, attest that I have reviewed the information contained in the report for the entities listed above. Based on my knowledge, and having exercised reasonable diligence, I attest that the information in the report is true, accurate and complete in all material respects for the purposes of the Act, for the reporting year listed above.



I make the above report in my capacity as a director of the board of directors of BRP Inc. for and on behalf of the board of BRP Inc.

I have the authority to bind BRP Inc.

/s/ Denis Le Vot

Denis Le Vot

President and Chief Executive Officer

Director of BRP Inc.

March 25, 2026