BRP INC.
CHIEF EXECUTIVE OFFICER
POSITION DESCRIPTION

1. Introduction

The Board of Directors (the **"Board")** of BRP Inc. (the **"Company")** has determined that, on the recommendation of the Nominating, Governance and Sustainability Committee, the Company should adopt a formal position description for the chief executive officer of the Company, or any person acting in such capacity (the **"Chief Executive Officer"),** in accordance with the provisions of National Policy 58- 201 - *Corporate Governance Guidelines.*

2. Appointment

The Board will appoint the Chief Executive Officer of the Company on such terms and conditions as the Board deems advisable. The appointment of the Chief Executive Officer will be evidenced by an employment agreement to be entered into between the Company and the Chief Executive Officer and approved by the Board.

3. Duties and Responsibilities

The Chief Executive Officer will be responsible for the day-to-day management of the business and affairs of the Company in accordance with the strategic plan and operating and capital budgets as approved by the Board. The duties and responsibilities of the Chief Executive Officer, as they relate to the day-to-day management of the business and affairs, are as follows:

3.1 Leadership and Governance

a) provide overall leadership to manage the Company in the best interests of the Company as a whole;

b) provide leadership, in conjunction with the Board, in establishing the Company's strategic direction, annual business plans and budgets;

c) regularly work with the directors of the Board, to ensure that directors are being provided with timely and relevant information necessary to discharge their statutory duties and responsibilities;

d) ensure that matters requiring decisions by the Board are brought to the Board's attention in a timely fashion;

e) devote substantially all of the Chief Executive Officer's working time to the business and affairs of the Company;

f) direct and monitor the activities of the Company in a manner that ensures that agreed-upon targets are met and that the assets of the Company are safeguarded and optimized in the best interests of the shareholders;

g) Create a culture within the Company that supports the achievement of strategic and operational objectives by ensuring rigor in the recruitment, selection, development, performance management and succession planning of the executive team members and other senior management personnel, while fostering leadership development, talent retention, continuous learning and employee engagement throughout the organization;

h) Develop and maintain an awareness of global trends affecting the Company's core lines of business, including technological, regulatory, competitive and sustainability-related developments, and promote innovation and the responsible adoption of emerging technologies, including artificial intelligence, to ensure the Company is well-positioned to respond effectively to emerging opportunities and risks and to support its long-term competitiveness;

i) foster a corporate culture that promotes ethical conduct practices and individual integrity, and maintains a positive work environment conducive to attracting, retaining and motivating high-quality employees at all levels; set the ethical tone for the Company and its management, including:

   i. overseeing the administration, implementation and compliance with the Company's key policies and procedures, including policies regarding corporate governance, sustainability, risk management, financial reporting and compliance with applicable legal, regulatory, corporate reporting and disclosure requirements;

ii. providing assurance to the Board regarding the integrity of the members of management;

iii. iii. promoting and maintaining, through leadership and example, a culture of integrity throughout the Company.

iv. fostering ethical, responsible and transparent decision-making by management;

v. provide overall leadership to management in support of the Company's commitment to sustainability and ensure that sustainability considerations are appropriately integrated into strategy, operations, risk management and capital allocation decisions;

vi. promote and protect the Company’s reputation in its markets and with all customers, communities, and government and regulatory bodies.

3.2 Strategic Planning

a) on an annual basis, ensure the development of a long-term strategic plan for the Company to maximize value for all stakeholders and growth of the Company in a sustainable and responsible manner and recommend the plan to the Board for consideration;

b) ensure the implementation of the strategic plan approved by the Board and monitor evolving technological, geopolitical, economic, environmental, regulatory and competitive developments and their potential impact on the Company’s business and stakeholders, adapting execution as appropriate and reporting to the Board in a timely fashion on progress;

c) ensure the implementation of any acquisitions, divestitures or financings approved by the Board and report to the Board in a timely fashion on progress;

d) assume ultimate accountability for the execution of the Company's strategy and policies and, where appropriate, their communication to the Company's key internal and external stakeholders;

e) develop an annual operating plan and financial budget that support the Company's long-term strategy;

3.3 Business and Organizational Management

a) ensure an unwavering focus on product quality, safety, innovation and customer satisfaction throughout the Company, promote the continuous improvement of the products and services provided by the Company and foster an environment of customer focus and outstanding customer service to meet evolving customer needs and market expectations;

b) oversee the Company's capital and financial management;

c) ensure the implementation of the annual business plan and budget within the delegations and general approval guidelines for management established by the Board;

d) approve all commitments within the limits of the delegations and general approval guidelines;

e) identify, develop and maintain constructive relationships with shareholders, business partners, government and regulatory authorities, and other stakeholders in a manner that supports the implementation of the strategic plan, the long-term success of the Company and its reputation;

f) ensure the efficient acquisition and allocation of the financial, human and other resources required by the Company to implement and achieve its strategic plan and ensure the implementation of effective control, monitoring and performance standards and systems relative to the utilization of all corporate resources;

g) promote organizational resilience by ensuring appropriate business continuity, crisis management and supply chain oversight practices are maintained throughout the Company;

h) collaborate with the chair of the Board in the setting of Board agendas; and taking all reasonable steps to ensure that the lead director and the chair of the Board and the Board are kept appropriately informed of the Company's overall business operations and of major issues facing the Company;

i) maintaining an effective communication link with the lead director, the chair of the Board and the Board as a whole and meeting regularly and as required with other Board members to ensure that they are provided in a timely manner with all information and access to management necessary to allow the Board to fulfill its statutory and other obligations;

3.4 Risk Management and Disclosure

a) On an annual basis, and more frequently as required, identify, and review with the Board or the applicable committee of the Board, the principal business risks associated with the Company's business and design and implement appropriate systems and procedures to effectively monitor, manage and mitigate such risks;

b) oversee the establishment and maintenance of appropriate processes to identify, assess and manage cybersecurity, information technology, artificial intelligence, privacy and data governance risks;

c) develop and implement an effective communications policy and program designed to facilitate the implementation of the Company's strategic plan;

d) serve as a spokesperson for the Company and establish the Company's communications framework and strategy;

e) ensure the accuracy, completeness, integrity and appropriate disclosure of the Company's financial statements and other financial information through appropriate policies and procedures;

f) establish and maintain the Company's disclosure controls and procedures through appropriate policies and procedures;

g) ensure that the Company complies with all regulatory requirements for financial information, reporting, disclosure requirements and internal controls over financial reporting;

h) provide required regulatory certifications regarding the business and affairs of the Company;

i) ensure the appropriate and timely disclosure of material information, in consultation with the Disclosure Committee established pursuant to any corporate policies or practices;

3.5 Other Duties

a) carry out such other duties and responsibilities as the Board may request from time to time, noting however that subject to the By-laws of the Company, the approval of the Board (or appropriate Committee) shall be required for all significant decisions outside of the ordinary course of the Company's business, including major financings, acquisitions and dispositions or material departures from the Company's strategic plan or budgets.

4. Performance Assessment

The Human Resources & Compensation Committee reviews and annually recommends to the Board the objectives which the Chief Executive Officer is responsible for meeting, assesses the Chief Executive Officer against these objectives and recommends to the Board the Chief Executive Officer's compensation.

Last Reviewed and Approved: September 2, 2026