

HARLEY-DAVIDSON, INC.
Sustainability and Safety Committee Charter

I. Committee's Purpose

The Sustainability and Safety Committee is appointed by the Board of Directors of Harley-Davidson, Inc. to provide oversight, advice, and assistance to the Board and to the Company's management in developing, implementing, and monitoring:

- social and environmental policies, practices and strategies that will foster the sustainable growth of Harley-Davidson on a global basis; and
- safety policies, practices and strategies.

Important to Harley-Davidson is our commitment to a safe and sustainable future for our Company, our customers, and our communities. We continuously renew the sport of motorcycling while preserving the best aspects of our heritage and the earth's natural resources. The Company continually challenges our business model, strategies, processes, products, services, and other capabilities to realize the substantial long-term value of our Company and to grow our business without growing our environmental impact or negatively impacting the safety of our employees, customers, or other stakeholders.

II. Committee Membership

The Committee shall be comprised of not less than three and not more than four directors appointed annually by the Board upon the recommendation of the Nominating and Corporate Governance Committee. The Board shall designate one member of the Committee to serve as chairperson. Any director of the Company who is not a member of the Committee may be invited by the Committee chairperson to attend meetings of the Committee but may not vote on any matter coming before the Committee.

III. Committee's Duties, Responsibilities and Processes

Consistent with the Committee's purpose, the Committee shall provide oversight, advice and assistance to the Board and management in the formulation and implementation of the Company's environmental and safety policies, as well as practices and strategies to foster continued sustainable growth for the Company on a global basis. To that end, the Committee shall have the following responsibilities and duties:

A. Principal Functions

(1) Monitor the social, political, environmental, public policy, legislative and regulatory trends, issues and concerns that could affect the Company's sustainability models, processes, resources, activities, strategies, and other capabilities, and make recommendations to the Board and management regarding how the Company should respond to such trends, issues and concerns to more effectively achieve its sustainability goals.

(2) Monitor the Company's safety performance, initiatives, policies, processes, general safety trends, issues, and concerns that could affect the Company's customers, employees, or other stakeholders, and make recommendations to the Board and management regarding how the Company should address these matters.

(3) Assist management in setting strategy, establishing goals, and integrating social, environmental, and safety shared value creation and inclusion into daily business activities across the Company consistent with sustainable growth.

(4) Review new technologies and other innovations that will permit the Company to: (i) achieve sustainable growth without growing our environmental impact; and (ii) enhance the Company's safety initiatives.

(5) Consider the impact that the Company's sustainability and safety policies, practices and strategies have on employees, customers, dealers, suppliers, the environment, and the communities in which the Company operates and where its customers ride.

(6) Such other responsibilities and duties that may be assigned by the Board from time to time consistent with the Committee's purpose.

B. Miscellaneous

(1) Make regular reports to the Board.

(2) Retain, compensate, and terminate any legal, accounting, or other advisors, as the Committee determines is desirable to accomplish the duties and responsibilities of the Committee.

(3) Review and reassess annually the performance of the Committee.

(4) Review and reassess the adequacy of this Charter and recommend any proposed changes to the Nominating and Corporate Governance Committee for review and submission to the Board for approval.

(5) Establish subcommittees and delegate authority to such subcommittees if the Committee determines it is desirable to accomplish the duties and responsibilities of the Committee.

Adopted by the Board of Directors:

April 30, 2011

Date of Last Revision:

February 5, 2024