

People

Helping people who relate with Mercury Marine — employees, partners, customers and the communities where Mercury operates — to enjoy happier, healthier and more fulfilling lives.



2019 Goals

- ▶ Have more than 80% of employees participate in overall wellness activities through the Be Your Best program.
- ▶ Engage 70% of the workforce in at least 20 hours of community-involved activities.
- ▶ Improve employee engagement scores on the biannual Employee Opinion Survey.

Ongoing Strategies

- ▶ Provide a global workplace where everyone is aware of, and participates in, upholding the highest standards of safety, ethical behavior and security.
- ▶ Promote environmentally conscious behavior.
- ▶ Improve the health and lifestyle of employees through a variety of wellness activities and healthy choices for diet and exercise.
- ▶ Engage with organizations in the communities where employees live and work, creating opportunities for networking, volunteering and personal development.
- ▶ Develop a global worldview among all Mercury employees.

New initiatives in 2018

- ▶ Hurricane relief efforts: Mercury responded swiftly to the Hurricane Harvey and Hurricane Michael recovery needs, shipping water and food into the stricken areas, and donating outboard engines and inflatable boats for recovery efforts.
- ▶ Expansion of hot food services: Mercury continues to expand the number of hot-food outlets located in proximity to work areas in the Fond du Lac plants. The latest addition is an onsite food service at Mercury's Plant 36, the Mercury Racing operation.
- ▶ Promotion of STEM (science, technology, engineering, math) learning: Mercury partnered with the University of Wisconsin to share

engineering expertise with students. Similarly, Mercury and the University of British Columbia are giving students opportunities to use neutron beams to take direct-stress measurements of Mercury manufacturing materials.

Ongoing initiatives

The talent, dedication and commitment of Mercury Marine employees form the foundation of the company's success. The safety and well-being of employees remain vital components of the business, and Mercury continues to work toward a goal of zero lost-time incidents. Additionally, Mercury Marine maintains its commitment to enhance the quality of life of its employees, both in and out of the workplace.

Health and Well-being

- ▶ The 2018 Be Your Best wellness program increased opportunities for employees to reach their wellness goals. The program offered an expanded selection of incentive options. Mercury employees' participation in the Be Your Best program rose to 71% in 2018.
- ▶ In November, 2018 Mercury held its 8th Annual Safety Summit. This event is a way to celebrate safety-related accomplishments as well as share best practices and successes from the past year. A high point of the Summit is the presentation of the Safety Award for Excellence, which celebrates projects, teams and initiatives that meaningfully reduce risks, engage employees and drive Mercury's safety culture.

Energy Environment Product People

Employee Events and Community Partnership

- The 2018 installment of the Mercury employees' Fill the Boat to Cast Out Hunger food drive took place at Mercury headquarters in June. Food donations weighed in at 2,642 pounds and employees further provided more than \$12,000 in cash donations.
- In April 2018, employees were encouraged to bring in their obsolete electronics for proper recycling. The service was free of charge, saving employees the considerable costs that recycling centers charge for accepting electronics. Event organizers encouraged employees to donate nonperishable food items to give to a local food pantry in return for this free recycling service. Participation was substantial: approximately 1200 electronic items were dropped off and a donation of more than one ton of food items was given to the food pantry.
- In partnership with Wisconsin's Focus on Energy initiative, the Fond du Lac campus hosted an ENERGY STAR LED Lighting Fair. Employees had the opportunity to realize savings on energy-efficient light bulbs for their homes. Employees purchased approximately 7,500 bulbs, which will save those employees' households an average of approximately 84 percent of their electricity costs for lighting.
- In 2018, for the second year in a row, the Mercury Marine team in Relay For Life, an organization and event that support the American Cancer Society, had the highest-earning fundraising campaign among all Fond du Lac-area participant groups. The team raised more than \$21,000. Fundraising events throughout the year included: sales of baked goods, food items, flowers and other items; sale of preferred parking spots; and sponsorships of the Relay for Life event.

- The Mercury Marine Women's Leadership Council sponsored a room renovation Solutions Center Shelter in Fond du Lac. The Solutions Center mission is to provide safety and support to those affected by domestic abuse and homelessness. The volunteers dedicated a weekend to painting, replacing tiles, hanging window treatments, assembling shelves and other maintenance work.
- Nineteen children of Mercury Marine employees received a Brunswick scholarship of up to \$3000 each. This is a great benefit for employee's family members to assist with their education.
- In early October, Hurricane Michael made landfall in the Florida Panhandle as a Category 4 storm. Many Plant 37 test-facility employees and their families suffered property damage and a suspension of utilities and other services. Brunswick and Mercury rallied to aid those employees devastated by the hurricane. Supplies came from all across Florida, including truckloads of supplies from Land 'N' Sea and supplies sourced from Fond du Lac to help repair the facility and aid the families in rebuilding.
- The MerCafé on the Fond du Lac campus provides particularly healthful "Wellness Wednesday" lunches. In January 2018, the company reduced the cost of these lunch options by subsidizing their purchase. Since the implementation of the price change, the average number of wellness lunches purchased has nearly doubled. Additionally, Mercury has added another Avenue C open-market food location to its Fond du Lac campus. These open-market food outlets make nutritious food options available to employees working in manufacturing plant locations that are not in proximity to the MerCafé.
- As an added health benefit, the company provided flu vaccinations for employees and their spouses at

various locations on the Fond du Lac campus. Over 600 flu shots were distributed in both 2017 and 2018.

- Mercury held three blood drives in 2018 and collected over 130 pints of blood.
- Employees raised over \$84,499 for the United Way in 2018.